

# Ethics and Professional Conduct for Sustainable Development: A Case of

## **Malawian Construction Industry**

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Abstract: The need for proper professional conduct to be adhered to is well documented and cannot be overemphasized. Adherence to the code of conduct ensures that project period, cost and quality standard are achieved within determined budget. This ensures that stakeholders achieve value for money through projects that are constructed at a minimum cost. However, there is limited adherence to the code of conduct among professionals. The aim of this study was to investigate ethical issues and professional conduct. The methodology used included an extensive literature review and field survey conducted among 58 construction professionals. Empirical study used the questionnaires instrument and random sampling. The critical findings from the literature were that the code of ethics is not adhered to. The field survey confirmed the issues that were raised in the literature reviewed and established that some of the causes of failure to uphold the code of conduct are selfish desires, meagre salaries and stiff competition for fewer jobs. Further to that, the study highlighted some of the effects of non compliance to the code of conduct as poor quality of infrastructure, clients' dissatisfaction, late completion of projects, clients' loose trust for construction professionals this leads to the poor image of the industry. The findings make an invaluable contribution to the research for solutions to ethical challenges in the Malawian construction industry and provide insight for further research in investigating ways of addressing unprofessional conduct. The implications of the findings are that unless the limitations named above are resolved, non-compliance to the code of conduct will remain a problem. The study recommends that the professionals who conduct themselves unethically should be given stern punishment and in some cases be banned from practicing. It is suggested that unethical conducts can be minimized through conducting workshops regarding ethics; and introducing ethics as a subject in universities. By establishing the core values with regard to ethics and professional conduct, the study has therefore contributed to the enhancement of the understanding of this illusive subject.

**Key words**: unethical; Malawian; construction; code of conduct; professionals **JEL code:** Y

## **1. Introduction**

The codes of ethics are a set of guidelines that define acceptable behavior for construction practitioner with

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the aim of protecting the interest of the profession and the public (Fewings, 2009). Fewings (2009) outlined professional ethics requirements of a quantity surveyor are integrity, honesty, accountability, to act within competence, objectivity, treat others with respect, set good example and courage to make a stand. Codes of ethics reinforce the moral principles and commitments of construction practitioners (NCIC Magazine, 2009). The Director of Public Procurement (ODPP) formulated ethical standards for procurement personnel in Malawi. The Public Procurement Act, 2003 and the Procurement Regulations, 2004 outlines, among other things, ethical standards that public officials involved in public procurement must comply with (ODPP, 2004). Construction professionals therefore are expected to exhibit the highest standards of professionalism, besides, the services provided require honesty, impartiality, fairness and equity. However, there is evidence to suggest that code of ethics is not adhered to (NCIC Magazine, 2009). The objectives of the study were to find-out the following:

- To investigate the causes of failure to uphold the code of conduct;
- To assess the effects of non-compliance to the code of conduct, and
- To find ways of enforcing the code of conduct in the construction industry.

#### 2. Literature Review

#### 2.1 Introduction

Ethics in the Malawian Construction Industry have become a key topic. Ntonya (2010) bemoans rampant corruption in the Malawian construction industry. Chiocha (2009) reported that the industry has its own characteristic methods of project procurement which are different from other industries. Construction practitioners obtain work through open, selective and negotiation tendering procurement methods. These processes may prove to be competitive and construction practitioners fear that their chances of being awarded a particular contract are very slim hence indulge in unethical behaviours to obtain contracts. It is argued that ethics are a fundamental factor for professionals (Poon, 2003). Chalkley (1994) claimed that for a profession to command public confidence and trust, largely depends on two essential elements; professional knowledge, and ethical conduct. It is therefore argued that the cost of ignorance of ethics is very high. It is believed to have a significant impact on the quality of services that are provided and thereby on the resultant public perception and image of the profession (Poon, 2003). The code of ethics comprises rules and regulations that govern a person's behavior (NCIC Magazine, 2009). The Oxford Learner's Dictionary (2000) defines ethics as moral principles that control or influences a person's behavior. Thus, ethics involve morals, integrity, objectivity, transparency, selflessness, honesty, responsibility and accountability on an individual. The ethical standards contained in the Public Procurement Act, 2003 and the Public Procurement Regulations, 2004 sets out rules and principles of good behavior for public officials involved in public procurement (ODPP, 2004). The Public Procurement Act, 2003 and the Public Procurement Regulations, 2004 contain, among other things, ethical standards that public officials involved in public procurement must comply with. The Director of Public Procurement has, therefore compiled the ethical standards contained in the Act and regulations for distribution to public officials involved in public procurement. It is expected that the observance of the ethical standards will ensure the impartiality, transparency and effectiveness of public officials in the performance of public procurement (ODPP, 2004). It is argued that ethical standards provide practical, straightforward and clear guidance to public officials involved in the public procurement on how they should conduct themselves in the performance of their duties. It is required that all public officials involved in public procurement are expected to adhere to the ethical standards (ODPP, 2004). It further advocates the following principles: duty to act fairly; principle of non discrimination; avoidance of conflict of interest; confidentiality and use of information; duty to commit or abet corruption; gifts and hospitality; post employment restrictions; and duty to report unethical conducts. ODPP bidding documents for the procurement of minor works; instructions to bidders Clause 19; the National Competitive Bidding and the International Competitive Bidding; instructions to bidders Clause 36; they all highlight more on abetting corrupt and fraudulent practices. It states that the Government of the Republic of Malawi requires that procuring entities, as well as bidders and contractors under public-financed contracts, are to observe the highest standard of ethics during the procurement and execution of such contracts (ODPP, 2004). In pursuance of this policy, the ODPP, 2004 define the terms set forth as: corrupt practice means the offering, giving, receiving or soliciting, directly or indirectly, of anything of value to influence the action of a public official in the procurement process or in contract execution; fraudulent practice means a misrepresentation or omission of facts in order to influence a procurement process or the execution of a contract; collusive practices means a scheme or arrangement between two or more bidders, with or without the knowledge of the procuring entity, designed to establish prices at artificial, non-competitive levels, and coercive practices means harming or threatening to harm, directly or indirectly, persons or their property to influence their participation in a procurement process, or affect the execution of a contract. Vee and Skitmore (2003) present findings of a study on ethics in Australia of which 45 percent of the professionals had an ethical code of conduct in their organizations, with the majority 84 percent considering good ethical practice to be an important organizational goal. It was agreed by 93 percent of the respondents that "business ethics" should be driven or governed by "professional ethics", with 84 percent respondents stating that a balance for both the requirements of the client and the impact on the public should be maintained (Vee & Skitmore, 2003). Unethical conducts by construction professionals are immoral behaviors that are practiced by professionals when conducting their day to day duties and as they interact with different stakeholders such as contractors. Corruption is defined by De Graaf (2007) as behavior of public officials which deviates from accepted norms in order to serve private ends, but the European Council defines corruption as requesting, offering, giving or accepting, directly or indirectly, a bribe or any other undue advantage or prospect thereof which distorts the proper performance of any duty or behavior required of the recipient of the bribe (Fewings, 2009). Phiri and Smallwood (2010) reported that the construction industry in Malawi is ranked as the most corrupt industry relative to other sectors. Large payments are made to gain or alter contracts and circumvent regulations (Transparency International Report, 2005). Kenny (2007) corroborates that the impact of corruption goes beyond bribe payments to poor quality of constructed infrastructure with low economic returns, and low funding for maintenance. Corruption plays a major role in the awarding of contracts in terms of bribery. Guash (2005) concurs with the report above and stated that some contractors use bribery in order to be awarded contracts. Gulati and Rao (2006) argue that all forms of government are susceptible to corruption in the form of bribery, extortion, cronyism, graft, and embezzlement. (Moon, 2002) agrees that corruption poses a serious development threat. According to Broadman and Recanatini (2000) as cited Phiri and Smallwood (2010) corruption is rooted in poorly functioning institutions, as well as in policies that undermine free trade and competition. The main parameters which drive corruption are greed, power, selfish desires, and success (Phiri & Smallwood, 2010). The sector is most prone to corruption was "construction/public works". Transparency International's Corruption Barometer (Transparency International, 2005) as cited by (Chiocha, 2009) stated on more than one occasion; and Price Waterhouse Coopers' Global Economic Crime Survey support these results, and find corruption to be relatively more common in infrastructure

industries. Chilipunde (2009) contends that reasons for the existence of corruption and bribery dwell on social and economical grounds. Social principles claim that human nature has fallen into greed and a selfish attitude of "me first". Van Der Walt et al. (1998) stated that economic principles create a climate for corruption and bribery, the principles of exchange mean that people are paid for what they do. If wages are low people will be ready to earn extra money dishonestly to survive. Limited resources and practical shortages force people to pay bribes to obtain things (Chilipunde, 2009). In addition the Ant Corruption Bureau (ACB) stated that there is need to engage an extra gear in fighting corruption which still poses a challenge in government institutions as corrupt practices continue to drain government revenue. It is therefore imperative that institutions take a lead in fighting the scourge from within (Nthara, 2010). Phiri (2011) claimed that economic development suffers when contracts are given to incompetent people through corruption. The Malawi nation has not forgotten how, during the United Democratic Front government, the Ministry of Education is said to have disbursed over MK 187 million to contractors for constructing teacher's houses and school blocks who never did the job satisfactorily, if at all. Chiocha (2009) comments that it is possible at one point or another, within the confines of a construction project, such form of corruption such as extortion, bribery, theft, fraud, collusive bidding or rigging may occur. Professional advisers and consultants are normally the first port of call for clients of the construction industry. It is further observed that the absence of code of conduct in Malawi promotes corruption (Thom, 2010). It is noted in the National Anti Corruption Strategy (2008) that corruption retards development. It is reported that funds meant for development are put in people pockets for personal benefits; hence development suffers (ACB Strategy, 2008). The ACB (2008) defines abuse of office as is the misuse of ones official position to benefit oneself or another person. Public officers or any other person in position of official power are entrusted with such powers for the benefit of the public. Misuse of such powers is, therefore, tantamount to corruption (ACB Strategy, 2008). Ng'ong'ola et al. (2001) stated that ensuring maximum competition in bidding should reduce the scope of collusion and therefore reduce prices. This involves not only ensuring competition within the process, but also rules banning direct negotiation with firms on the basis of unsolicited proposals and strict controls on negotiation. However, Knack and Azfra (2003) argued that competitive bidding alone is clearly inadequate to ensure better outcomes. To support the bid design process, whatever the level of competition, there is a significant role for benchmarking prices to provide guidelines for output-based pricing and also to provide a "red flag" for overbidding. It is observed that an important aspect of ethics in the Construction Industry is personal ethics — often interpreted by the construction professionals as just treating others with the same degree of honesty that they would like to be treated. It has been suggested, however, that professionals in general tends to believe that their obligation to the client far outweigh their responsibility to others, such as the public (Fewings, 2009). Misconduct amongst the construction practitioners has led to the industry's image of providing substandard work, shoddy workmanship and short-pile malpractices. The ethical misconduct of construction practitioners and professionals has led to government attention and public concern. A high level of ethical performance implies a high level of professional performance and, hence, a low level of client dissatisfaction. Both are relational to the public image of the profession. Poon (2003) asserts that professional ethics are virtually at low. The NCIC has a written code of conduct for consultants and another for contractors. The rationale behind is to guide built environment practitioners to act in the best professionalism possible (NCIC Magazine, 2009). The NCIC (2009) has a written code of conduct for its professionals to follow. The list of the requirements given in the code of ethics for consultants is as follows to: hold paramount the safety, health and welfare of the public; perform services only in areas of their safety; issue public statements only in an objective and truthful manner; act for each employer or client as faithful agents or trustees; avoid deceptive acts; and conduct themselves honourably, responsibly, ethically, and lawfully so as to enhance the honour, reputation, and usefulness of their profession. Code of ethics for contractors — under the NCIC (2009), it is stated that contractors must perform under a standard of behavior that requires adherence to the highest principles of ethical conduct. The fundamental principles are as follows to: give utmost consideration to the safety, health and welfare of their workmen and the general public; perform services only in areas of their competence; build their reputation on the merit of their services and shall not compete unfairly with others; act for each employer or client as faithful agents or trustees; at all times refrain from corruption and corrupt practices; avoid all deceptive acts; conduct themselves honorably, responsibly, ethically, and lawfully so as to enhance the honor, reputation, and usefulness of their services.

#### 3. Research Design and Methodology

#### **3.1 Introduction**

The aim and purpose of this chapter is to outline the research methodology utilized in the study; to comment on how the research was controlled and monitored, and to ensure validity and reliability of the research data and procedures associated with the subsequent and presentation of the data. Buys (2002) states that research methodology concerns the way in which we proceed to solve problems. The study was commissioned to find out why professionals in private and public sector do not adhere to the professional code of conduct and what measures should be taken to deal with these professionals in order to maintain the honor, reputation and usefulness of the construction industry. The research was conducted in Lilongwe and Blantyre cities owing to its easier accessibility, it is where most professionals are and to limit expenses. According to Crowell (1994) cited by Chilipunde (2007), there are two major methods for collecting and analyzing data. These include quantitative method of enquiry into social or human problems based on testing theory composed of variables, tables, measured with numbers, and analyzed with statistical procedures in order to determine whether the predictive generalizations of the theory holds true; and qualitative method of inquiry which is a process of understanding a social or human problem based on building a complex, holistic, picture, formed with words reporting detailed views of informants, and conducted in a natural setting. Based on the above definitions and the nature of the study used a quantitative study with limited statistical analysis were used to analyzed the collected data. The focus population consists of quantity surveyors, engineers and architects working in private firms registered with NCIC and the public sector. The sample consisted of 30 public work professionals-quantity surveyors, engineers and architects; 30 private consultant professionals. This represented a sample size of 60, large enough, considering the size of Malawi as a country. The primary data consist of information obtained from questionnaires and the responses conducted with the professionals. The aim was to design a simple, clear questionnaire with limited open-ended questions, using a series of check boxes. This could easily be completed by busy executives. Mullins (1994) defines secondary data as already published data collected for purposes other than the specific research at hand. The secondary data was obtained through a review of existing material from journal publications, dissertations, newspapers and the internet. The samples were selected using the random technique of convenience sampling. A self administered questionnaire was hand delivered to all respondents. The structured questionnaire consisted of section A and B.

## 4. The Results, Data Analysis and Interpretation

#### 4.1 Introduction

The main statistics calculated in the data analysis are the standard deviation, mean and frequency scores. Questionnaires were sent to: 30 public works professionals, 10 private consultant quantity surveyors, 10 private consultant engineers and 10 private consultant architects. By 28 September 2011, 58 responses were collected. This represented a response rate of 97%. This is statistically a large sample, as the size exceeds 30 percent as recommended by (Wisniewski, 1994) as cited by (Chilipunde, 2010). Of the 58 questionnaires received, 77% request a copy of the summary of the findings to be emailed, posted or personally delivered to them. This indicates that there is a high level of interest in the subject area. The questionnaires were distributed to 60 randomly selected respondents, of which 58 were completed and returned. This represented a response rate of 97%.

Table 1   Response Rate						
Classification	Questionnaire distribution	Number of responses	Percentage of responses against distribution (%)			
Public works professionals	30	28	93%			
Private consultant quantity surveyors	10	10	100%			
Private consultant engineers	10	10	100%			
Private consultant architects	10	10	100%			
Total	60	58	97%			

Table 1 above, shows that there was bias in the questionnaire distribution where 30 questionnaires were distributed to public works professionals.

#### 4.2 Analysis of Data

The data was analyzed using quantitative research techniques. It is imperative that the reliability and viability of the data be taken into consideration when conducting research. According to Blose (2001) as cited by Chilipunde (2007), the validity of data is defined in terms of whether or not the data measures what it is supposed to measure. Data reliability on the other hand can be defined as whether or not the data measures a representative fraction of the target population.

#### 4.3 Gender

Respondents to the questionnaire were predominantly males accounting to 83.3% while females represented a minority of 16.7%. Table 2 below indicates the gender of respondents. This is a true reflection of the construction industry which is predominantly male.

		Table 2Gender	
Classification	Questionnaire distribution	Number of responses	Percentage of respondents against distribution (%)
Male	50	48	96.0%
Female	10	10	100%
Total	60	58	89%

#### 4.4 Age of the Respondents

The age of the respondents is usually related to an experience profile (Hughes, 2003) as cited by Chilipunde (2007). Table 3 indicates that the majority 36.2% of the respondents were between 21 to 30 and 31 to 40years of age. The data could be proven as reliable due to the fact that the questionnaires were sent mostly to senior staff professionals who are deemed to have a better insight of the profession.

Tuble 5 rige of Respondents						
Age in years	Number of respondents	Percentage of respondents against total (%)				
Younger than 20 years	0	0.00%				
21 to 30 years	21	36.2%				
31 to 40 years	21	36.2%				
41 to 50 years	8	13.8%				
51 years and order	8	13.8%				
Total	58	100%				

Table 3Age of Respondents

#### 4.5 Experience Profile

The level of experience of the respondents is of great importance to the credibility of the feedback and the reliability of the research as a whole. Table 4 shows the breakdown of experience in the industry where: 29.3 percent of the respondents have been in the industry between 10 to 14 years, 27.6 percent had between 5 to 9 years of experience, and 25.9 percent had the experience of 15 years and more. The majority of the respondents range between 10 to 14 years. This indicates that those responding to questionnaires had relatively reasonable experience in the industry and their responses could be trusted.

Number of years	Number of respondents	% of respondents against total (%)	
Less than 1 year	3	5.2%	
1 to 4 years	7	12.1%	
5 to 9 years	16	27.6%	
10 to 14 years	17	29.3%	
15 or more years	15	25.9%	
Total	58	100%	

Table 4 Experience in the Construction Industry

#### 4.6 Professionals' Status

The professional statuses of the respondents are provided in Table 5 below, the majority of the respondents being senior staff with 63.8%. This is to give us a clear understanding that professionals in different positions at their work places took their time in answering the questionnaire. It is believed that the more senior the respond is better place to know more insight of the organization.

Table 5   Professionals Status							
Classification	Targeted population	Number of questionnaires distributed	Number of respondents	% of respondents against total (%)			
Director or Principal partner	7	7	7	12.1%			
Senior staff	39	39	37	63.8%			
Junior staff	11	11	11	19.0%			
Trainee	3	3	3	5.2%			
Total	60	60	58	100%			

#### 4.7 Research Data

4.7.1 Analysis of Data and Problems-adherence to the Code of Conduct

The research data from the questionnaires was used to investigate ethical issues and conduct among construction professionals in public and private sector. An analysis of Figure 1 shows that 84.5% of the

professionals responded that the code of conduct is not adhered to by most professionals in the construction industry.



Figure 1 Adherence to the Code of Conduct

4.7.2 The Causes of Failure to Uphold the Code of Conduct

Values ranged between 1, (strongly disagree), and 5 (strongly agree). An analysis of Table 6 shows the level of agreement by the respondents to various questions: The professionals responded that the causes of failure to uphold the code of conduct are; poor salaries, ranked first, with a mean of 4.30, whilst financial pressures is ranked second, with a mean of 4.07. Selfish desires is ranked third, with a mean of 3.88, followed by greed, with a mean of 3.84. Stiff competition for fewer jobs is ranked fifth, with a mean of 3.55. Finally, the respondents agreed that the code of conduct is not available in their work places, with a mean of 3.54.

1 = strongly disagree, $2 = $ disagree, $3 = $ not sure, $4 = $ agree, $5 = $ strongly agree							
	Frequency						
	1	2	3	4	5	Mean	Std deviation
1.1.1 The code of conduct is not available in work places	6	10	4	20	16	3.54	1.36
1.1.2 Stiff competition for fewer jobs hence contractors resort to bribi in order to obtain jobs	ng 6	5	6	30	9	3.55	1.19
1.1.3 Selfish desires; wanting to have undeservedly more money	1	5	8	29	14	3.88	0.95
1.1.4 The need to attain power in society through enriching oneself	0	11	17	18	10	3.48	1.01
1.1.5 Strong desire to own property through whatever means	6	7	6	28	9	3.48	1.22
1.1.6 Greed; not satisfied with what one earns	1	6	6	30	12	3.84	0.96
1.1.7 Poor salary	0	3	4	23	27	4.30	0.82
1.1.8 Financial pressures	0	1	10	29	16	4.07	0.74

 Table 6
 The Causes of Failure to Uphold the Code of Conduct

4.7.3 The Effects of Non Compliance to the Code of Conduct

The Figure 2 it is notable that non compliance to the code of conduct leads to poor image of the construction industry, ranking it the highest with a mean of 4.56; and poor quality of infrastructure is ranked second, with a mean of 3.96. Clients' dissatisfaction is ranked third, with a mean of 3.84. Respondents further agree that there is

a high rate of uncompleted projects, with a mean of 3.67. Finally, the professionals responded that there are delays in completing projects, with a mean of 3.57.



Figure 2 Illustrating the Effects of Non Compliance to the Code of Conduct

#### 4.7.4 Reporting of Unethical Conducts of Other Colleagues to Relevant Authorities

An analysis of Figure 3 shows that 82.8% of the respondents were of the idea that professionals do not report unethical conducts of other colleagues to relevant authorities.





Values ranged between 1, (strongly disagree), and 5 (strongly agree). Table 7 shows that the professionals responded that the reasons why they do not report unethical conducts of other colleagues to relevant authorities is because they are also involved in corrupt practices, ranking it the highest with a mean of 3.60. Ranked second, with a mean of 3.58 is the reason that it is taken as a norm; professionals are used to kickbacks.

1 = strongly disagree, $2 = $ disagree, $3 = $ not sure, $4 = $ agree, $5 = $ strongly agree							
	Frequency						
	1	2	3	4	5	Mean	Std deviation
3.1.1 They are also involved in corrupt practices	0	11	6	35	5	3.60	0.90
3.1.2 Fear to report, in return they can also be reported as they are also involved in unethical conducts	<b>4</b>	16	6	25	4	3.16	1.15
3.1.3 Professionals do not know where to report the matter	14	25	5	7	4	2.31	1.2
3.1.4 It is taken as a norm; professionals are used to that habit	7	5	4	27	12	3.58	1.29
3.1.5 They don't care because they are not involved in corrupt practices	13	12	20	8	2	2.53	1.19
3.1.6 Not aware of the existence of corruption	32	21	0	3	0	1.54	0.76

Table 7 The Reasons Why Professionals Do Not Report Unethical Conducts of Other Colleagues

4.7.6 Enforcement of the Code of Conduct

In terms of enforcement of the code of conduct, Figure 4 below — professionals put forward a case that proper disciplinary action must be taken by relevant authorities once reported, with a mean of 4.53. Finally, the professionals responded that offenders should be given strict disciplinary punishment or be banned from practicing depending on the degree of the offence, with a mean of 3.66.



4.7.7 Minimizing or Eradicating Unethical Conducts of Professionals

An analysis of Figure 5 shows that the professionals responded that unethical conducts can be minimized or eradicated by conducting workshops regarding professional code of conduct, ranking it the highest with a mean of 4.54. Universities should introduce ethics education as a subject is ranked second, with a mean of 4.02. Introduction of confidential reporting system is ranked third, with a mean of 3.98 followed by increasing the professionals' salaries, with a mean of 3.79.



Figure 5 Illustrating Ways of Minimising or Eradicating Unethical Conducts

4.7.8 Which Stakeholders Mostly Indulge in Unethical Conducts?

An analysis of Figure 6 shows that the professionals responded that the stakeholders who mostly indulge in unethical conducts are contractors and politicians, with a mean of 4.38, whilst public works professionals are ranked second, with a mean of 4.11. Other professionals such as suppliers and revenue authorities are ranked third, with a mean of 3.82, followed by private consultant professionals, with a mean of 3.61.



Figure 6 Stakeholders Who Mostly Indulge in Unethical Conducts

#### 5. Summary, Conclusions and Recommendations

It has been concluded that there is disregard to the professional code of conduct by the professionals, and professional misconduct is taken as a normal. Therefore, there is need that proper action to enforce the code of conduct must be taken by relevant authorities and professional bodies to ensure adhere. In addition, there is need for authorities to distribute a code of conduct to all construction professionals. It is clear that despite the existence of the code of conduct, there is limited compliance to the professional code of conduct by the construction professionals. Professionals agree that the causes of failure to uphold the code of conduct are poor salaries, financial pressures, selfish desires, greed, stiff competition for fewer jobs and non availability of the code of conduct in some work places. It has been found that non compliance to the code of conduct leads to poor image of the construction industry, poor quality of infrastructure, client's dissatisfaction, high rate of uncompleted projects and finally there are delays in completing projects. It is apparent from the results of the study that professionals do not report unethical conducts of other colleagues to relevant authorities due to the following: they are also involved in corrupt practices, and it is taken as a norm; professionals are used to that habit. Finally, this study discovered that different stakeholders indulge in unethical conducts only that the degree differs. Stakeholders who mostly indulge in unethical conducts are building contractors, politicians, followed by public works professionals, suppliers, revenue authorities and private consultant professionals. From the research findings, it is clear that ethical issues are very vital in the success and development of the construction industry. The study recommends the enforcement of the code of conduct: proper disciplinary action must be taken by relevant authorities once reported; offenders should be banned from practicing; conducting workshops regarding professional code of conduct; universities should introduce ethics education as a subject; introduction of confidential reporting system, and increasing the professionals' salaries. The study has thus contributed to the identification of non compliance ethics and their significance in the development of the industry. There is also need for further study in order to find strategies that NCIC can devise to enforce the ethics code of conduct.

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