

ETHICS AT WORK 2018

WHAT DO UK EMPLOYEES THINK ABOUT
ETHICS AT WORK?

TODAY'S SPEAKERS



Prof Chris Cowton
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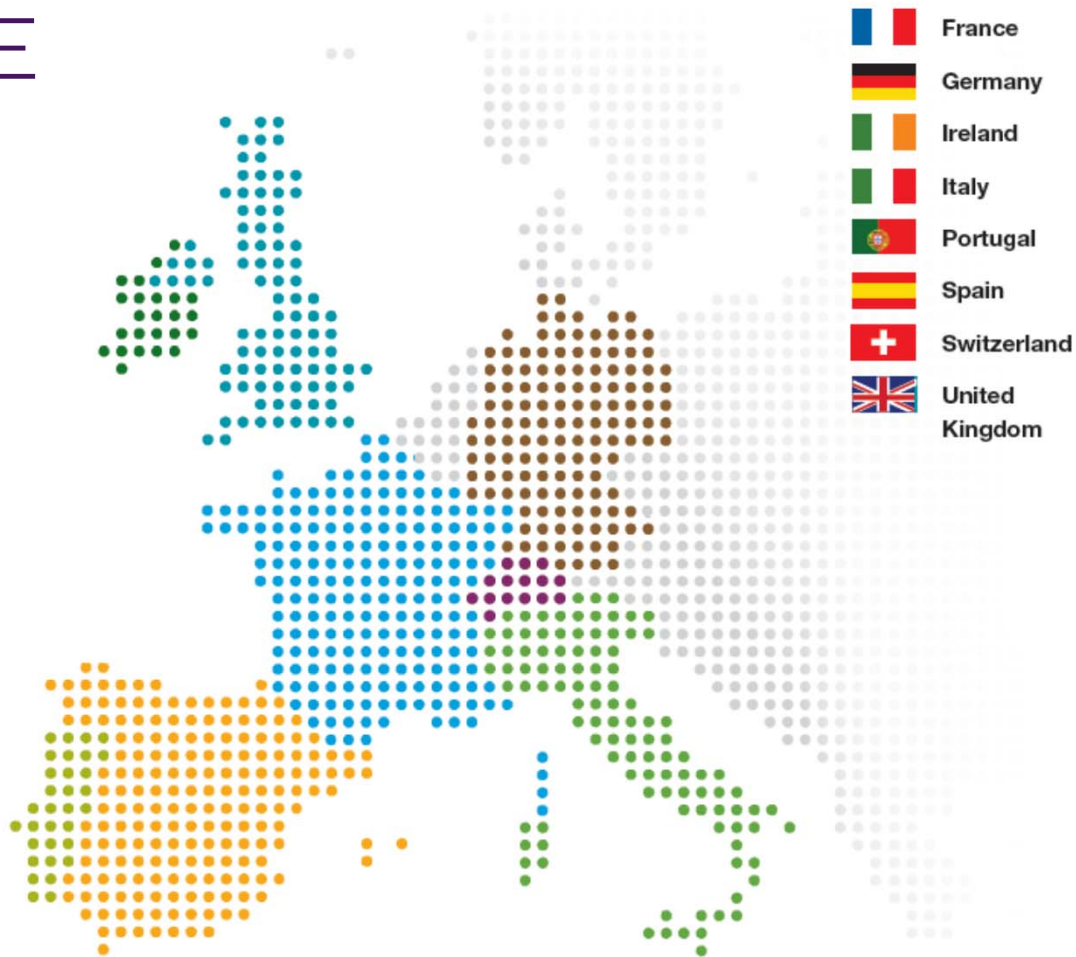


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ABOUT THE SURVEY



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#ibesurvey
#ethicsatwork



ABOUT THE SURVEY

PURPOSE

- **UNDERSTAND** employees' attitudes to ethics at work
- **TRACK** developments over time
- **COMPARE** how business ethics is viewed in different countries

METHODOLOGY

- **TRIENNIAL** survey started in 2005 in Britain
- **ONLINE** survey conducted by ComRes on behalf of IBE
- **Change of methodology** for the UK in 2015 from face-to-face to online

RESPONDENTS

- Total of 6,119 respondents across the 8 European countries
- Representative sample of 764 working adults in the United Kingdom

CORPORATE CULTURE IN 2018

81%

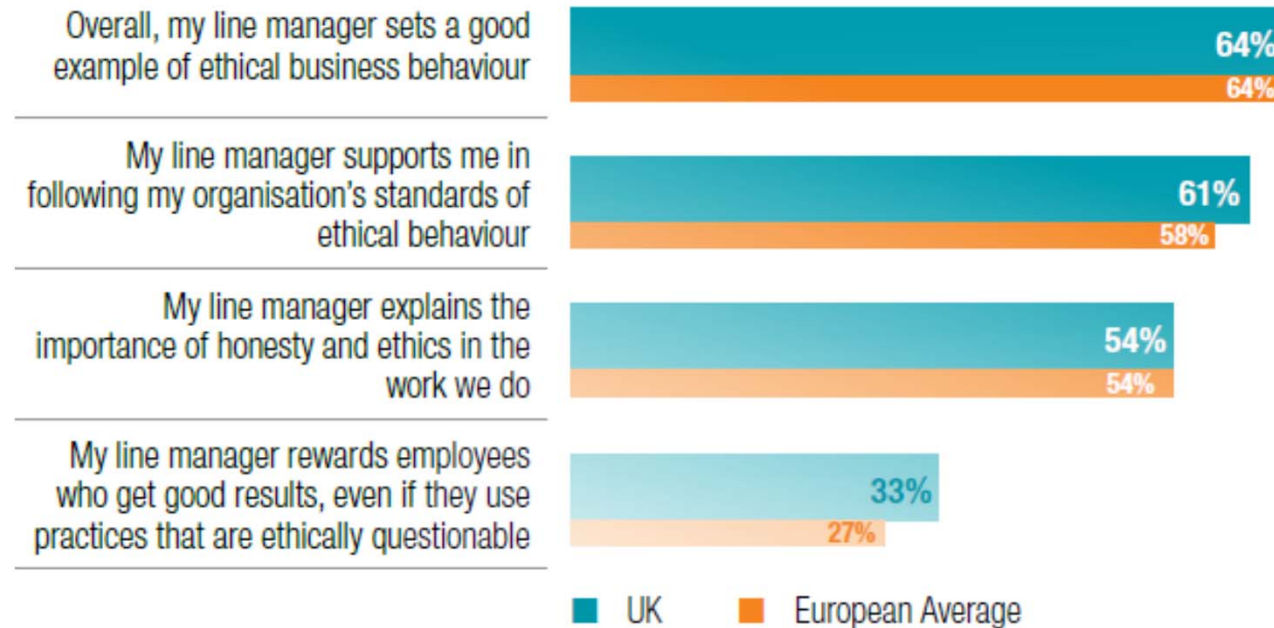
of respondents say that **honesty** is practised always or frequently in their organisation.

The majority of respondents say that their organisation **acts responsibly** in all its business dealings with **stakeholders**.

70%



ROLE OF MANAGERS



HOW IMPORTANT IS 'WALKING THE TALK'?

In organisations **with a supportive environment**, employees say that:

- **Honesty** is practised more frequently (93% vs 62%)
- They are less likely to be **aware of misconduct** (21% vs 48%)
- They are more willing to **speak up** if they become aware of misconduct (79% vs 57%)
- They are less likely to feel **pressures** to compromise their organisation's ethical standards (86% have not felt pressured vs 67%)

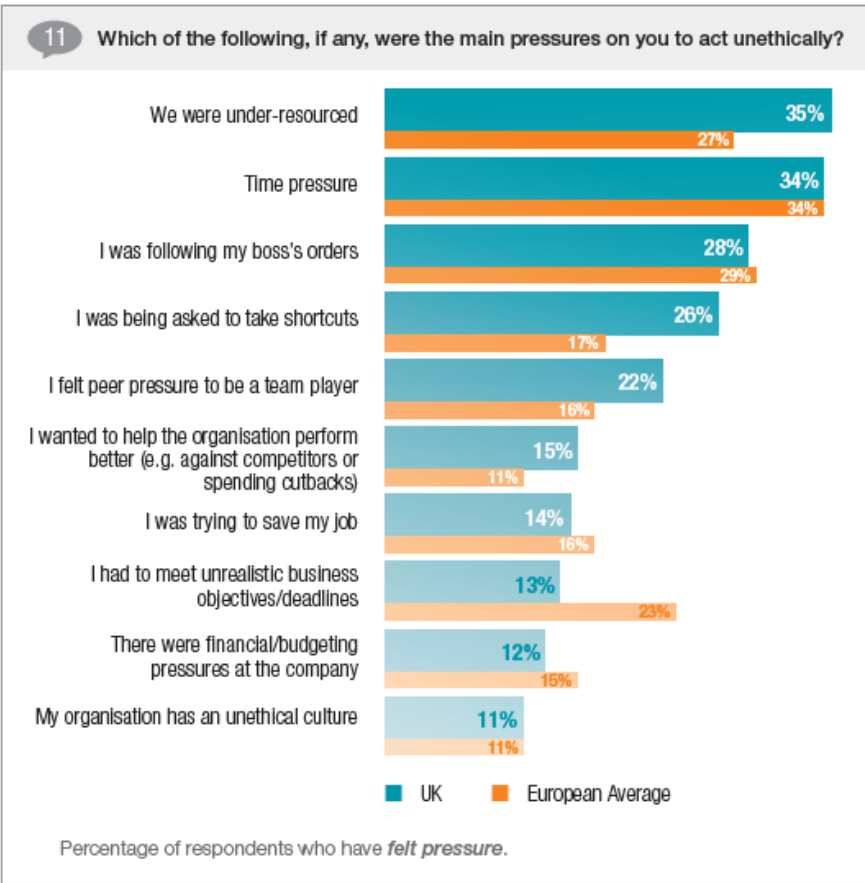
PRESSURES TO COMPROMISE

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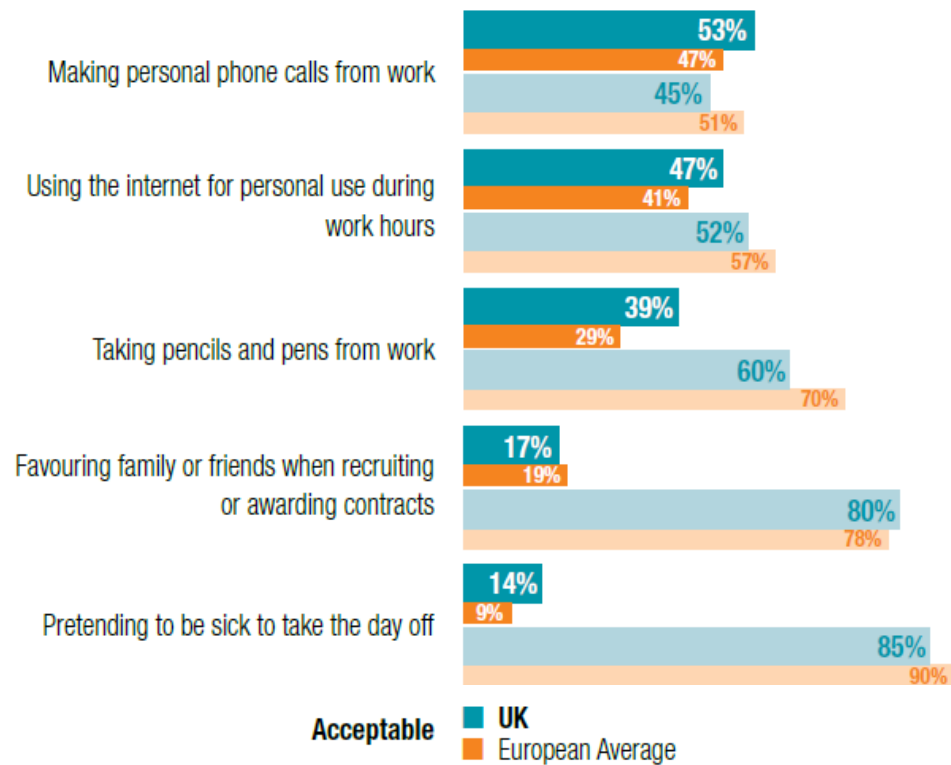
One in ten (12%) UK respondents say they have felt some form of pressure to compromise their current organisation's standards of ethical behaviour

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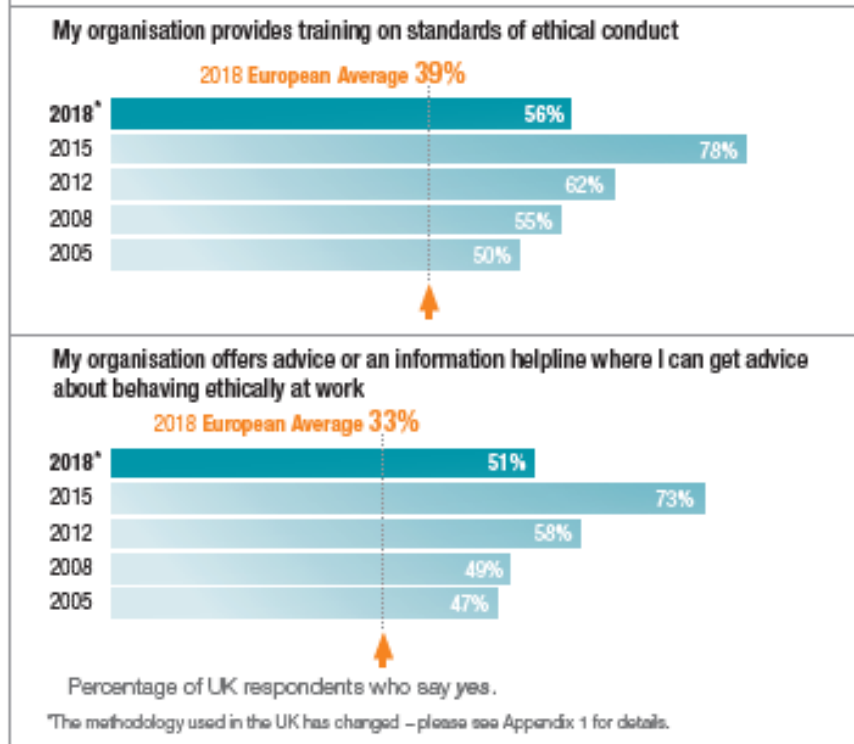
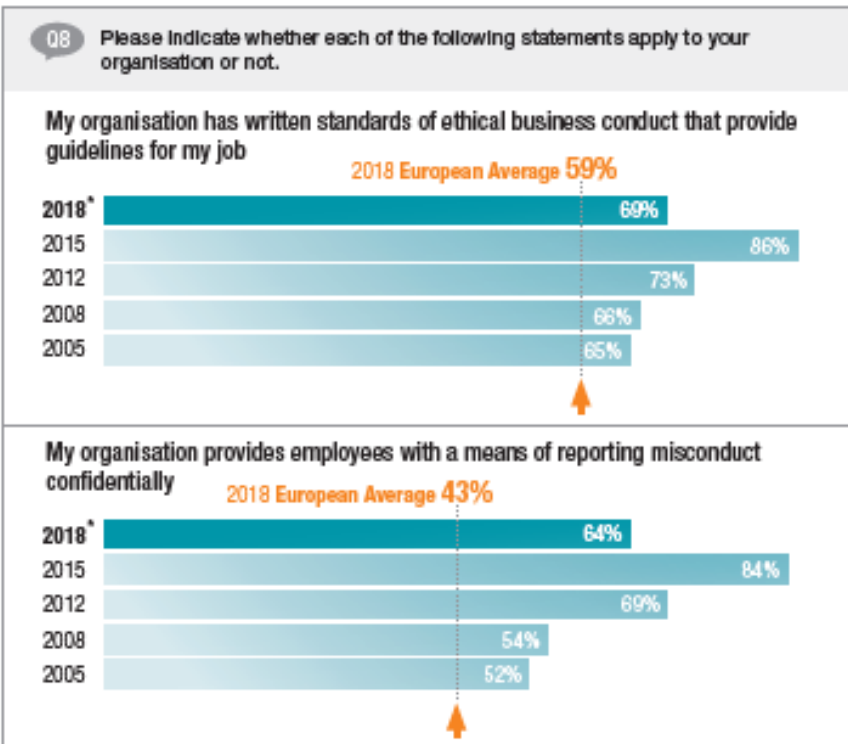
Figure 6 Types of pressure to compromise ethical standards



A RELAXED ATTITUDES TO 'MINOR' OFFENCES?



AWARENESS OF ETHICS PROGRAMME



DO ETHICS PROGRAMMES WORK?

In organisations **with an ethics programme**, employees say that:

- **Honesty** is practised more frequently (87% vs 76%)
- The organisation **acts more responsibly with its stakeholders** (85% vs 54%)
- They are more likely to be **aware of misconduct** (26% vs 15%)

thank you

Any questions?



ABOUT THE IBE

The IBE was established in 1986 to promote **high standards of business behaviour based on ethical values.**

- Advice
- Forums
- Publications
- Research
- Training
- Education

