

WHAT DOES ETHICS AT WORK MEAN TO EMPLOYEES?

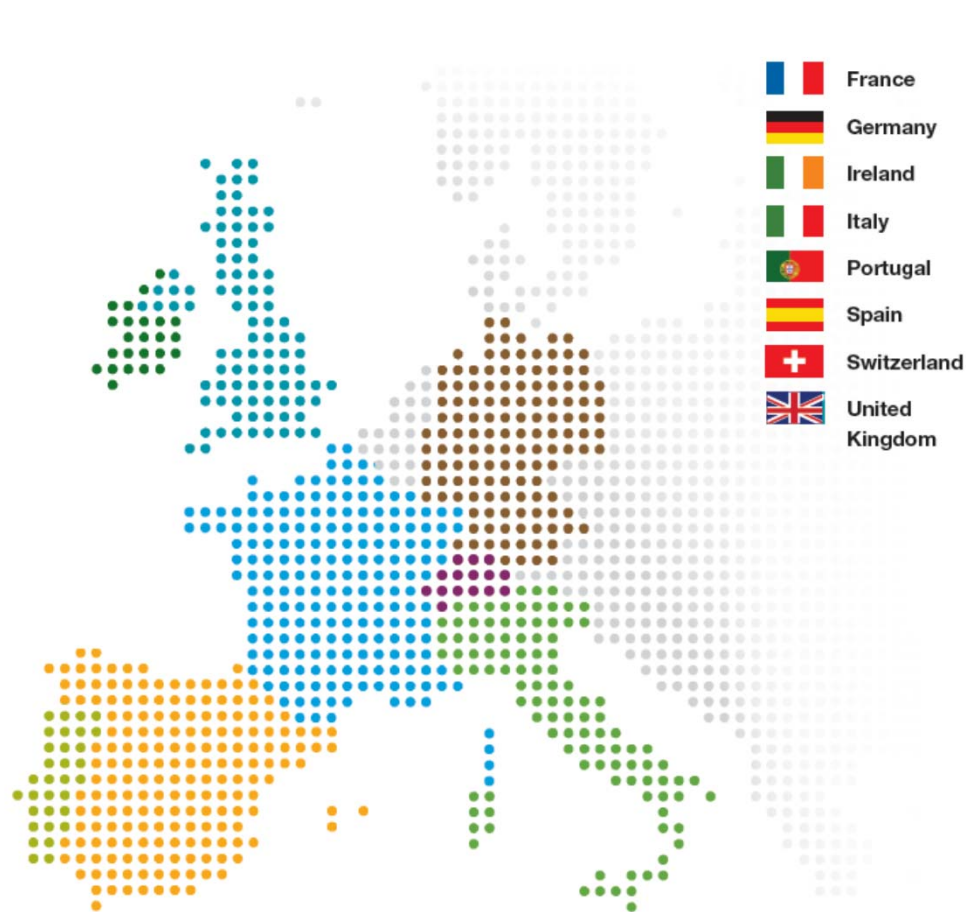


IBE PUBLICATION LAUNCH - ETHICS AT WORK:
2018 SURVEY OF EMPLOYEES - FRANCE

ABOUT THE SURVEY



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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

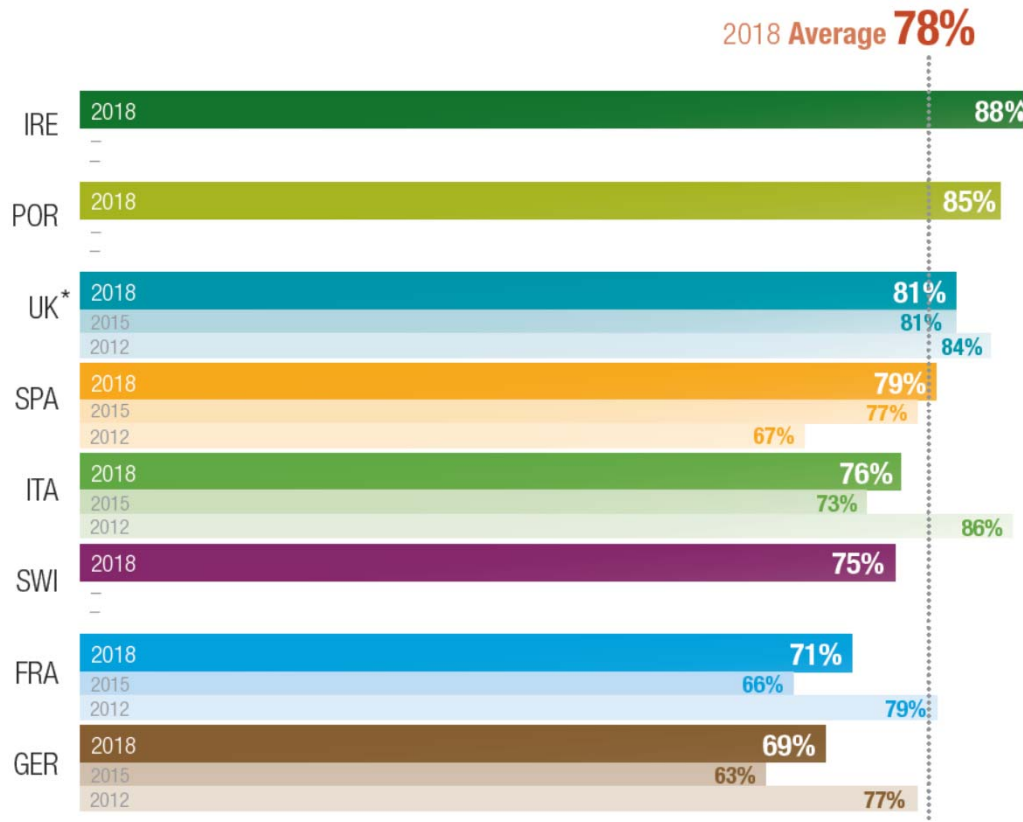
RESPONDENTS

- Total of 2,268 respondents across Australia, NZ and UK
- Representative sample of about 750 working adults in each country (754 in France)



1. CORPORATE CULTURE: WHAT ARE THE RISKS

HOW OFTEN IS HONESTY PRACTICED AT WORK?



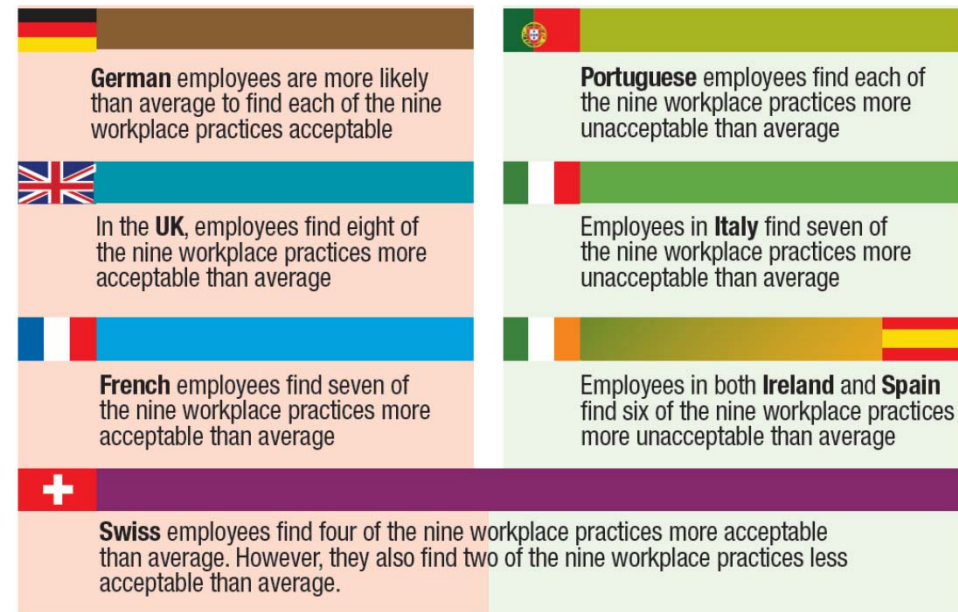
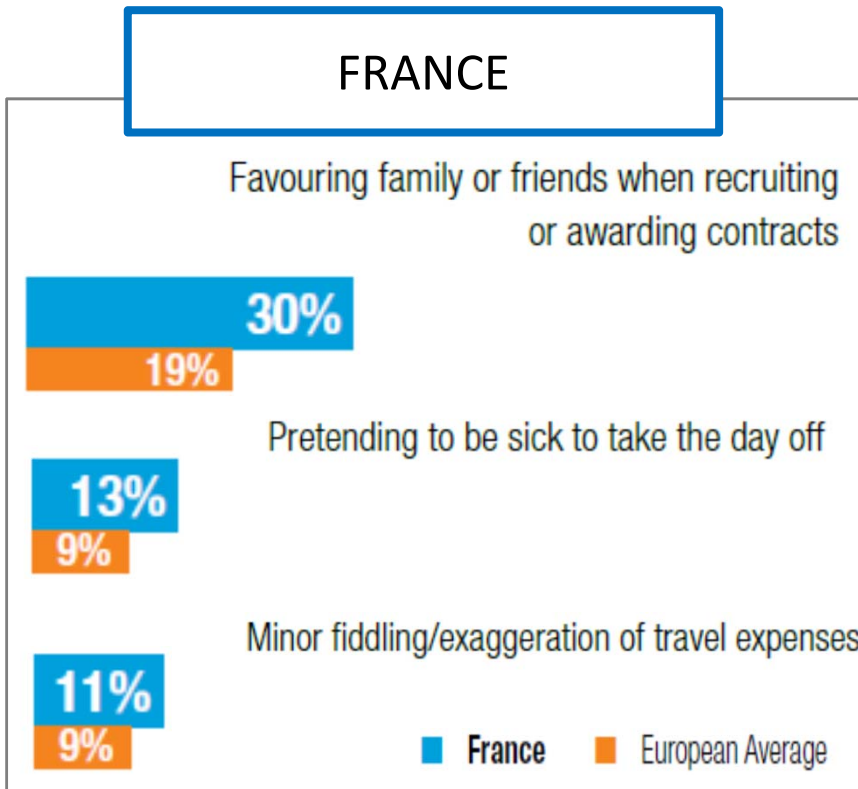
Encouraging results. BUT...

! Employees perceptions might be influenced by a number of factors

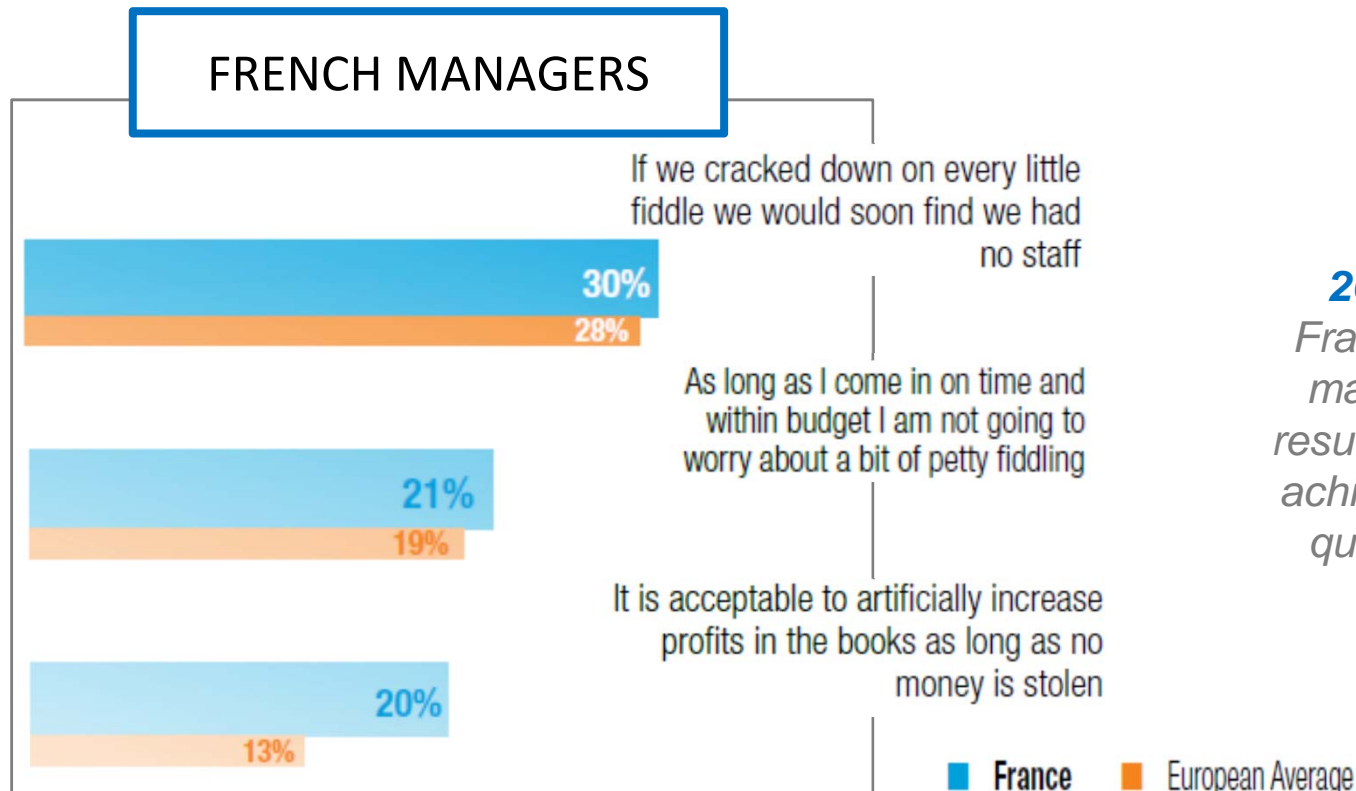


EMPLOYEES' PERCEPTIONS: WHAT ARE THE RISKS

Employees in France are more likely to have *lenient attitudes* towards ethically questionable practices compared to European average.



MORAL DISENGAGEMENT: MANAGERS' ATTITUDES



26% of employees in France say that their line manager rewards good results even when they are achieved through ethically questionable practices.

2. WHAT CAN INFLUENCE CORPORATE CULTURE?

THE ETHICS PROGRAMME

FRANCE

Code of ethics

2018 European Average **59%**



Speak Up line

2018 European Average **43%**



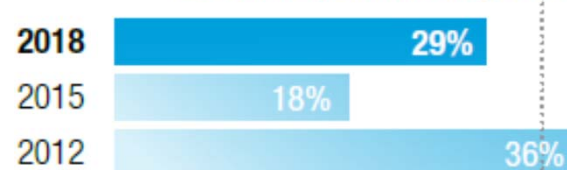
Ethics Training

2018 European Average **39%**



Advice Helpline

2018 European Average **33%**



DO ETHICS PROGRAMMES WORK?

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

- **Honesty** is practised more frequently (87% vs 66%)
- The organisation **acts more responsibly** in all its business dealings **with stakeholders** (85% vs 44%)
- They are more willing to **speak up** if they become aware of misconduct (80% vs 37%)

HOWEVER...

- ! They are more likely to have **lenient attitudes** to ethically questionable practices (e.g. minor fiddling/exaggeration of expenses: 17% vs 8%)



A SUPPORTIVE ENVIRONMENT

- **TONE FROM THE TOP**

Ability of managers to set a good example of ethical behaviour, explain the importance of honesty and ethics at work and support employees in following the organisation's standards of behaviour.

- **STAKEHOLDER ENGAGEMENT**

Whether an organisation discusses issues of right and wrong at team meetings, lives up to its stated policy of social responsibility and acts responsibly in all its business dealings.

- **ADDRESSING MISCONDUCT**

The ability of an organisation to discipline employees who violate its ethical standards.

HOW IMPORTANT IS 'WALKING THE TALK'?

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

- **Honesty** is practised more frequently (88% vs 45%)
- They are less **aware of misconduct** (27% vs 66%)
- They are more willing to **speak up** if they become aware of misconduct (72% vs 44%)
- They felt less **pressures** to compromise their organisation's ethical standards (80% have not felt pressured vs 57%)

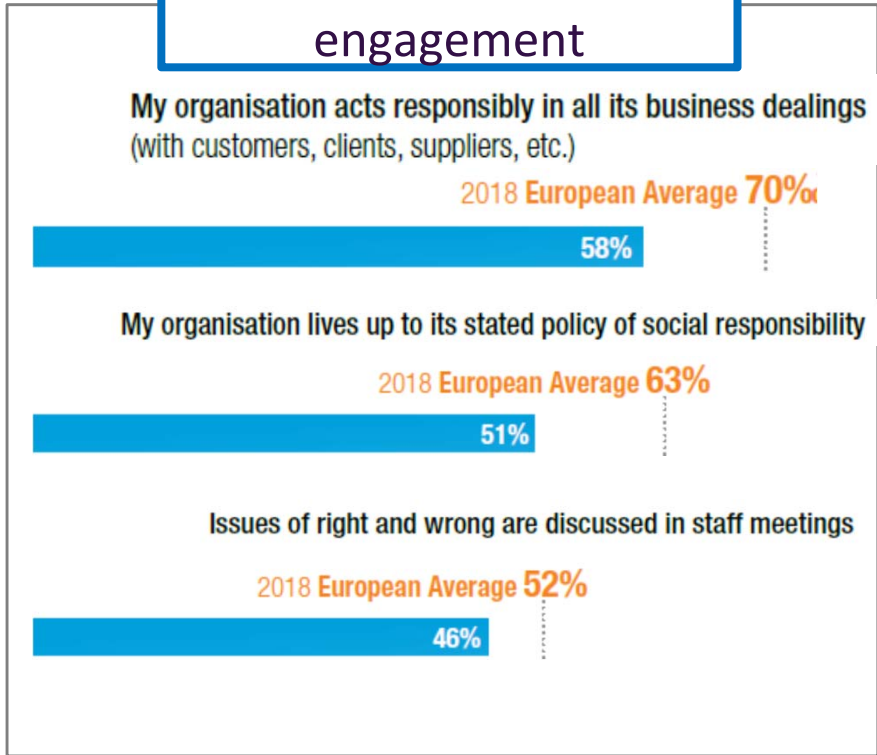
CORPORATE ENVIRONMENT IN FRANCE



Tone from the top



Stakeholder engagement

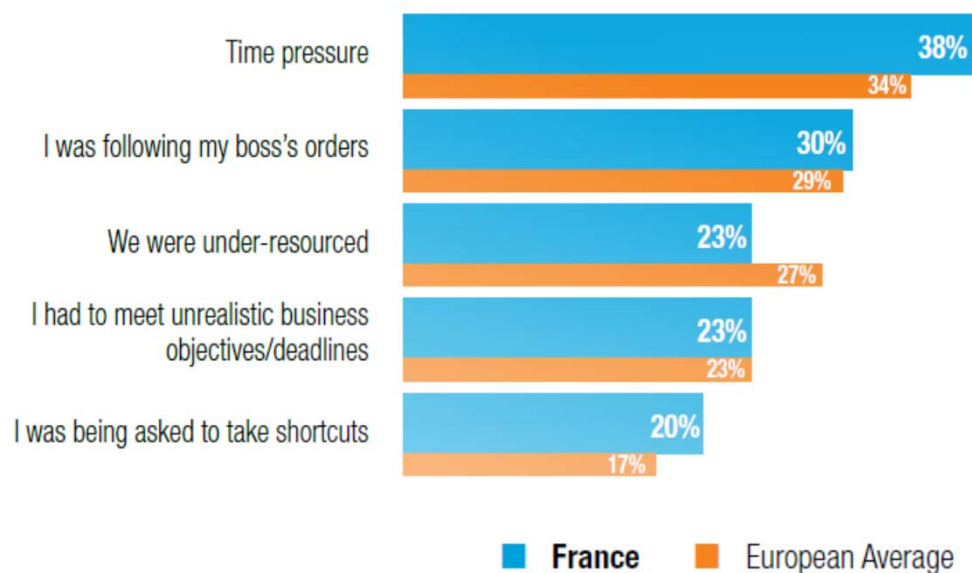


3. SPEAK UP SYSTEMS: DO THEY WORK?

WHY SPEAKING UP IS IMPORTANT?

PRESSURES

Main types of pressures to compromise ethical standards



20% of French employees say that they have felt **pressure** to compromise their organisation's ethical standards (European average: 16%).

It has increased from 14% in 2015.

WHY SPEAKING UP IS IMPORTANT?



MISCONDUCT AT WORK

Awareness of ethical violations

2018 European Average 30%



What type?

People treated inappropriately/unethically	40%
Safety violations	36%
Bullying/harassment	30%

IS IT REPORTED?

Only a small majority speak up:

2018 European Average 54%



Why?

I felt it was none of my business	25%
I did not want to be seen as a troublemaker by management	20%
I felt I might jeopardise my job	17%

WHAT IS THE ORGANISATIONS' RESPONSE?

SATISFACTION WITH PROCESS

Of those who do speak up, how many are satisfied with the outcome?

46% of French employees who have been aware of misconduct and raised their concerns report that they are satisfied with their organisation's response (51% European average)

ARE ISSUES ADDRESSED?

Respondents who believe that their organisation disciplines employees who violate ethics:

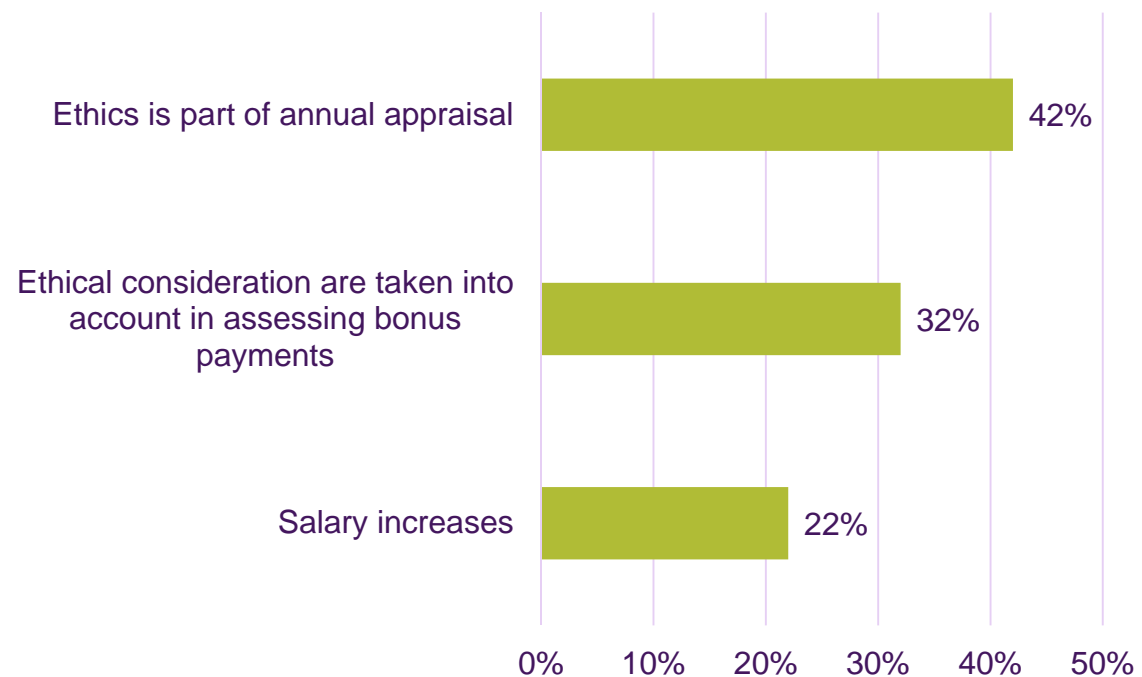
Only half (49%) of French employees believe their organisation disciplines employees who violate its ethical standards (53% European average)

4.

INCENTIVISING ETHICS

INCENTIVES TO ETHICS: ARE THEY COMMON?

25% of French respondents say their organisation provides incentives to encourage employees to live up to its ethical standards



INCENTIVES TO ETHICS: DO THEY WORK?

In organisations **with incentives to ethics**, employees say that:

- **Honesty** is practised more frequently (81% vs 68%)
- They are more likely to **speak up** about misconduct they are aware of (80% vs 42%) and be satisfied with the outcome of them speaking up (73% vs 25%)
- Ethically questionable practices are more likely to be acceptable (e.g. pretending to be sick to take a day off: 19% vs 10%)
- They felt more **pressures** to compromise their organisation's ethical standards (28% vs 18%)



THANK YOU!