

France

Culture

In your organisation's daily operations, how often would you say honesty is practised?



Always/Frequently	71%
Occasionally	19%
Rarely/Never	9%
Don't know	2%

Speaking up

46% of employees in France who have been aware of misconduct decided not to speak up. The main reasons are:

1. I felt it was none of my business **25%**
2. I did not want to be seen as a troublemaker by management **20%**
3. I felt I might jeopardise my job; I thought that they already knew about it; I thought that it was common practice **17%**



Behaviour

34% of French employees have been aware of misconduct during the past year at work. The most common types of misconduct they noticed are...



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

20% of French employees have felt pressured to compromise ethics. The main pressures are...

1. Time pressure **38%**
2. I was following my boss's orders **30%**
3. We were under-resourced; I had to meet unrealistic objectives and deadlines **23%**

Ethics programme

When asked whether they were aware of their organisation having each of the four building blocks of an ethics programme, less than half of employees in France say yes.



My organisation...

Has written standards of ethical business conduct that provide guidelines for my job **47%**

Provides employees with a means of reporting misconduct confidentially **33%**

Offers advice or an information helpline where I can get advice about behaving ethically at work **29%**

Provides training on standards of ethical conduct **26%**