

Portugal

Culture

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



Always/Frequently	85%
Occasionally	10%
Rarely/Never	3%
Don't know	1%

Speaking up

49% of employees in Portugal who have been aware of misconduct decided not to speak up. The main reasons are:

1. I did not believe that corrective action would be taken **32%**
2. I felt it was none of my business **27%**
3. I felt I might jeopardise my job **24%**



Behaviour

35% of Portuguese employees have been aware of misconduct at work. The most common types of misconduct they noticed are...



People treated inappropriately/unethically	52%
Abusive behaviour	38%
Misreporting hours worked	28%

22% of Portuguese employees have felt pressured to compromise ethical standards. The main pressures are...

1. Time pressure **36%**
2. We were under-resourced **29%**
3. I was following my boss's orders **26%**

Ethics programme

Employees in Portugal are more likely to say that their organisation offers advice or an information helpline where they can get advice about behaving ethically at work rather than having a means of reporting misconduct confidentially.



My organisation...

- Has written standards of ethical business conduct that provide guidelines for my job **60%**
- Provides employees with a means of reporting misconduct confidentially **35%**
- Offers advice or an information helpline where I can get advice about behaving ethically at work **37%**
- Provides training on standards of ethical conduct **43%**