

# IBE Ethics at Work Survey Results

**Guendalina Dondé** Head of Research, The  
Institute of Business Ethics

CPD CODE: 2022-0001



20<sup>th</sup> January 2022

[compliance.ie](https://www.compliance.ie)

# Welcome & Introduction



- Thank you for registering
- Questions
  - Please use the question box on the right of your screen to send the questions for our speaker
- Today's session will be recorded and will be on our website later today
- The CPD code is noted below and will be sent out directly after this session has concluded

CPD CODE: 2022-0001

# Upcoming Webinars



**WEBINAR**  
The Role of **Technology & Public Private Partnerships** in Fighting Financial Crime

25 January | 1:00pm



Daniel Broby  
Ulster University

Steven Meighan  
Garda National Economic Crimes Bureau

Andrew Quinn  
PAT



**WEBINAR**  
Data Breaches and **Data Subject Access Requests**

27 January | 1:00pm



Chris Bollard  
A&L Goodbody

Andrea Lawler  
A&L Goodbody



**WEBINAR**  
**World Data Protection Day**

28 January | 1:00pm



Speaker:  
**Garrett O'Neill**  
Assistant Commissioner Data Protection Office



**WEBINAR**  
Doing the Right Thing: **Embedding Business Ethics**

9 February | TBC



Catherine Vaughan  
EY



**WEBINAR**  
Central Bank of Ireland: **Speaking Engagement**

21 February | TBC



Speaker:  
**Gerry Cross**  
Central Bank of Ireland



## The Role of Technology & Public Private Partnerships in Fighting Financial Crime - FREE EVENT

25<sup>th</sup> January @ 1pm  
CPD TBC

## Data Breaches & Data Subject Access Requests

27<sup>th</sup> January @ 1pm  
1 Hour LCOI, FCOI (Compliance), CDPO

## World Data Protection Day – FREE EVENT

28<sup>th</sup> January @ 1pm  
1 Hour LCOI, FCOI (Compliance), CDPO

## Doing the Right Thing: Embedding Business Ethics – FREE FOR MEMBERS

9<sup>th</sup> February @ 1pm  
CPD TBC

## Central Bank of Ireland: Speaking Engagement – FREE FOR MEMBERS

21<sup>st</sup> February @ 1pm  
CPD TBC

# Ethics at Work Survey: Key Findings

Guen Dondé  
Head of Research  
Prepared by the Institute of Business Ethics

CPD CODE: 2022-0001



# ABOUT THE IBE

The IBE was established in 1986 to champion the highest standards of ethical behaviour in business.

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



# ETHICS AT WORK SURVEY

## Method

- Total of about **10,000** respondents across 13 countries
- **ONLINE** survey conducted by Yonder on behalf of IBE
- **QUESTIONNAIRE** comprised of 15 questions to understand employees' views of the culture of their organisation.

## Scope

- The following **countries** were included: Australia, France, Germany, Ireland, Italy, the Netherlands, New Zealand, Portugal, South Africa, Spain, Switzerland, the United Kingdom, USA.

# ETHICS AT WORK INDEX



Australia



France



Germany



Ireland



Italy



Netherlands



New Zealand



Portugal



South Africa



Spain

Spain



Switzerland



United Kingdom



United States

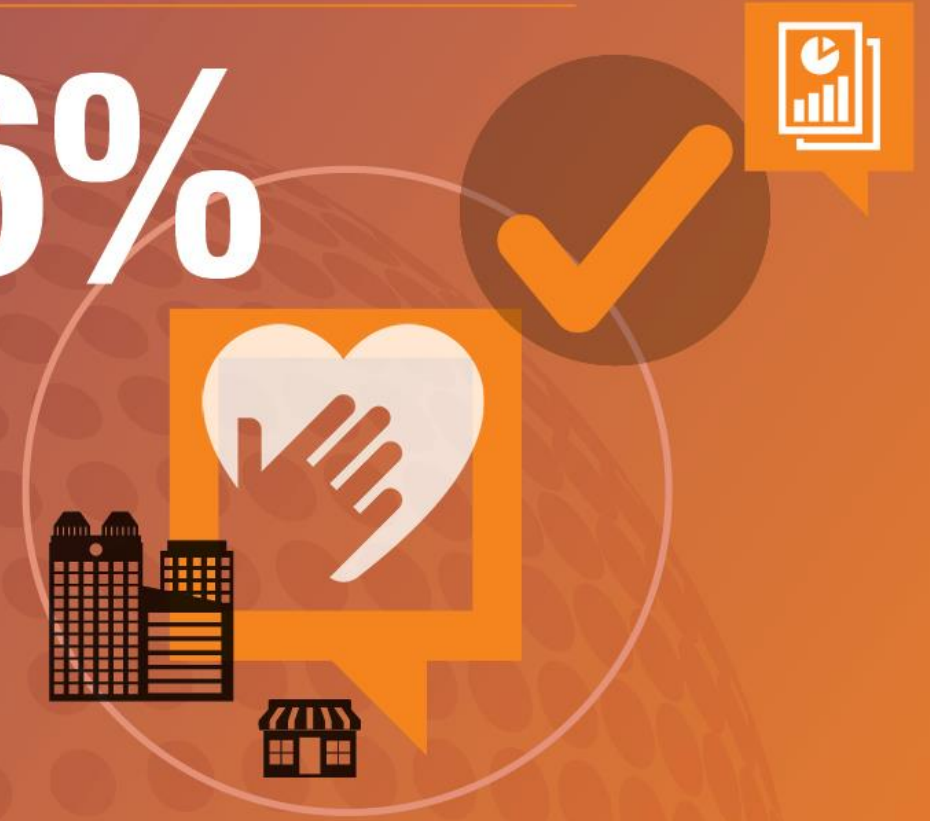
# **1. MANY ORGANISATIONS HAVE RESPONDED WELL TO THE ETHICAL CHALLENGES BROUGHT ABOUT BY THE COVID-19 PANDEMIC**

# Employees' views of ethics at work

[www.ibe.org.uk](http://www.ibe.org.uk)  
[#ethicsatwork](https://twitter.com/ethicsatwork)

**86%** of employees say that honesty is practised always or frequently in their organisation

**86%**



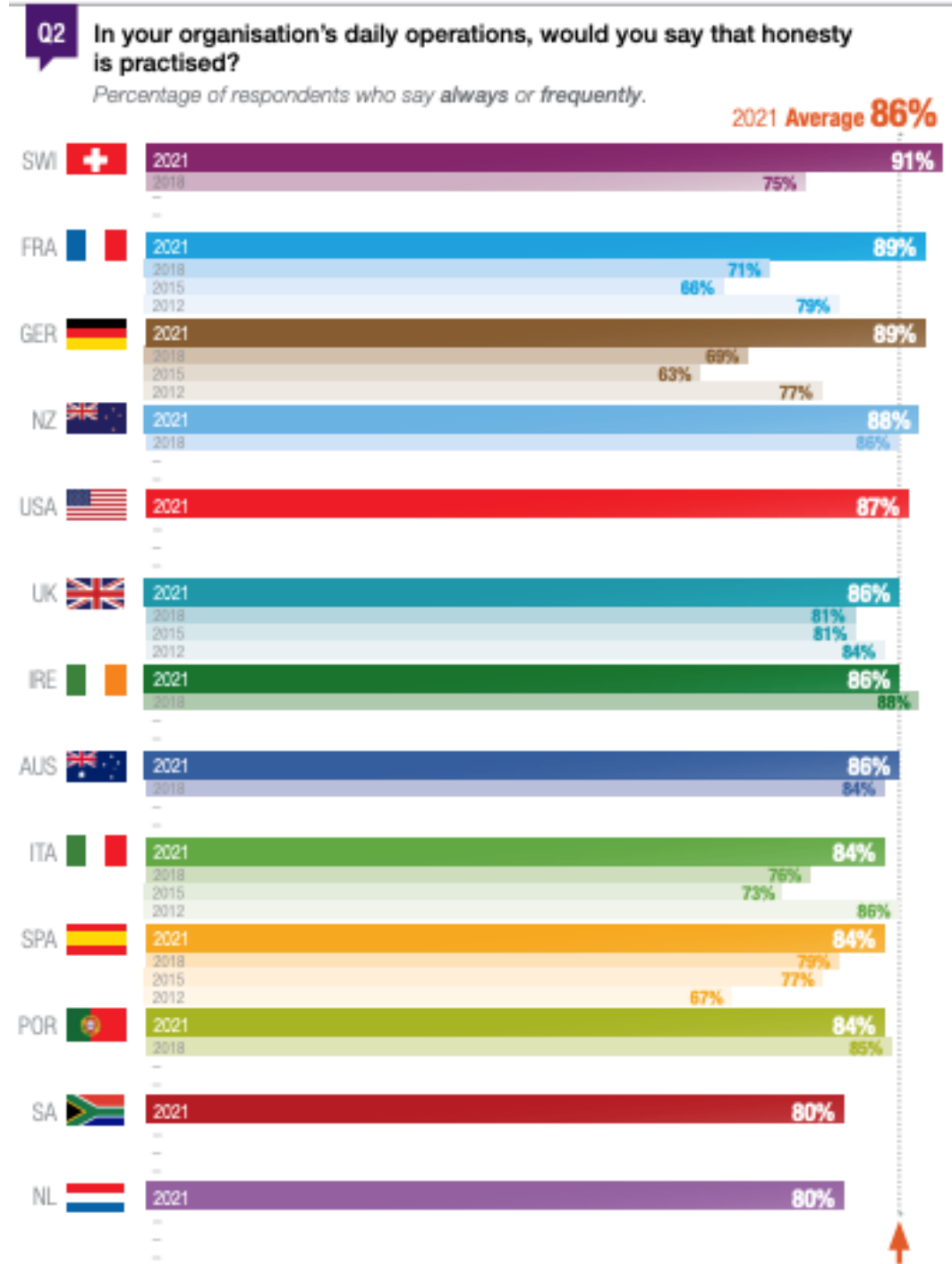
Source: *Ethics at Work: 2021 international survey of employees*

**ibe** Institute of  
**Business Ethics**

# HONESTY AT WORK

The subgroups that are more likely to have positive views of the honesty of their organization are:

- **Men and older employees** (compared to women and younger employees)
- Employees in the **private sector** (compared to those in the public sector)
- **Managers** (compared to non managers)

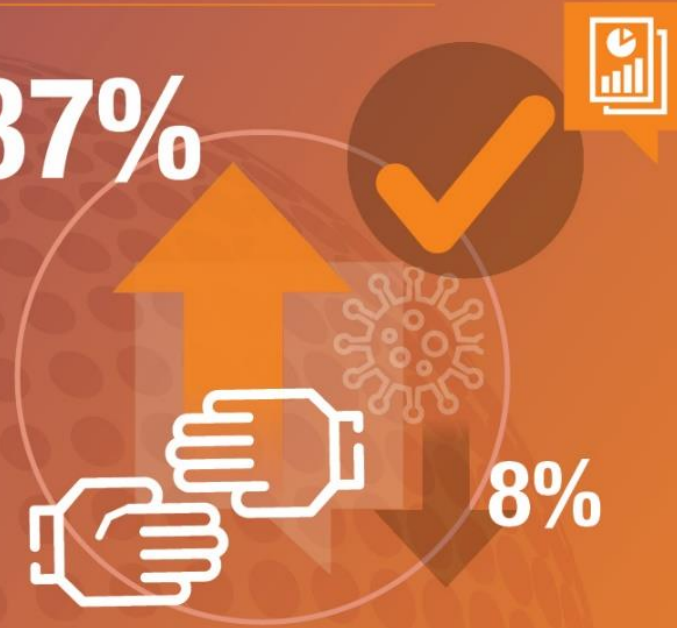


# Employees' views of ethics at work

www.ibe.org.uk  
#ethicsatwork

**Over a third** of employees believe that ethical standards in their organisation have improved following the pandemic (37%) and **fewer than one in ten** believe standards have worsened (8%)

37%



Source: *Ethics at Work: 2021 international survey of employees*

**ibe** Institute of  
Business Ethics

Employees in organisations **with an ethics programme** are more likely than those in organisations without an ethics programme to say that their view on how ethically their organisation behaves has improved after the Covid-19 pandemic (57% vs 14%).

**2. ETHICS PROGRAMMES  
HAVE A BIG IMPACT, BUT  
HAVING AN ETHICS  
PROGRAMME IS NOT  
ENOUGH TO STAMP OUT  
UNETHICAL BEHAVIOUR.**

# ETHICS PROGRAMMES: HOW COMMON ARE THEY?

Q10

Please indicate whether each of the following statements apply to your organisation or not.

My organisation has written standards of ethical business conduct that provide guidelines for my job.



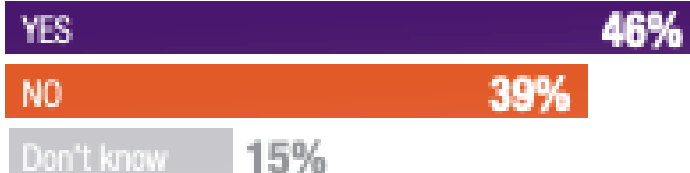
My organisation provides employees with a means of reporting misconduct confidentially.



My organisation provides training on standards of ethical conduct.



My organisation offers advice or an information helpline where I can get advice about behaving ethically at work.



# GOOD NEWS

- Employees in organisations that offer a comprehensive ethics programme are more likely than those in organisations without an ethics programme to say that **honesty** is practised always or frequently at work (91% vs 79%) and that **senior management** takes ethics seriously in their organisation (89% vs 43%).
- They are also more likely to have **raised their concerns** about misconduct that they have been aware of (72% vs 36%) and be **satisfied with the outcome** after doing so (80% vs 26%).

# ...BUT...

Employees in organisations with a comprehensive ethics programme are also more likely to say that:

- their **line manager rewards employees** who get good results, even if they use practices that are **ethically questionable** (48% of them say so compared to 18% of those in organisations without an ethics programme)
- They have felt **pressured** to compromise their organisation's standards of ethical conduct (11% vs 9%)
- **Minor breaches of the rules** are inevitable in a modern organisation (44% vs 33%), and that it is acceptable to **artificially increase profits** in the books as long as no money is stolen (19% vs 8%).

# **3. MANAGERS TEND TO HAVE ROSIER VIEWS OF FRONTLINE STAFF.**

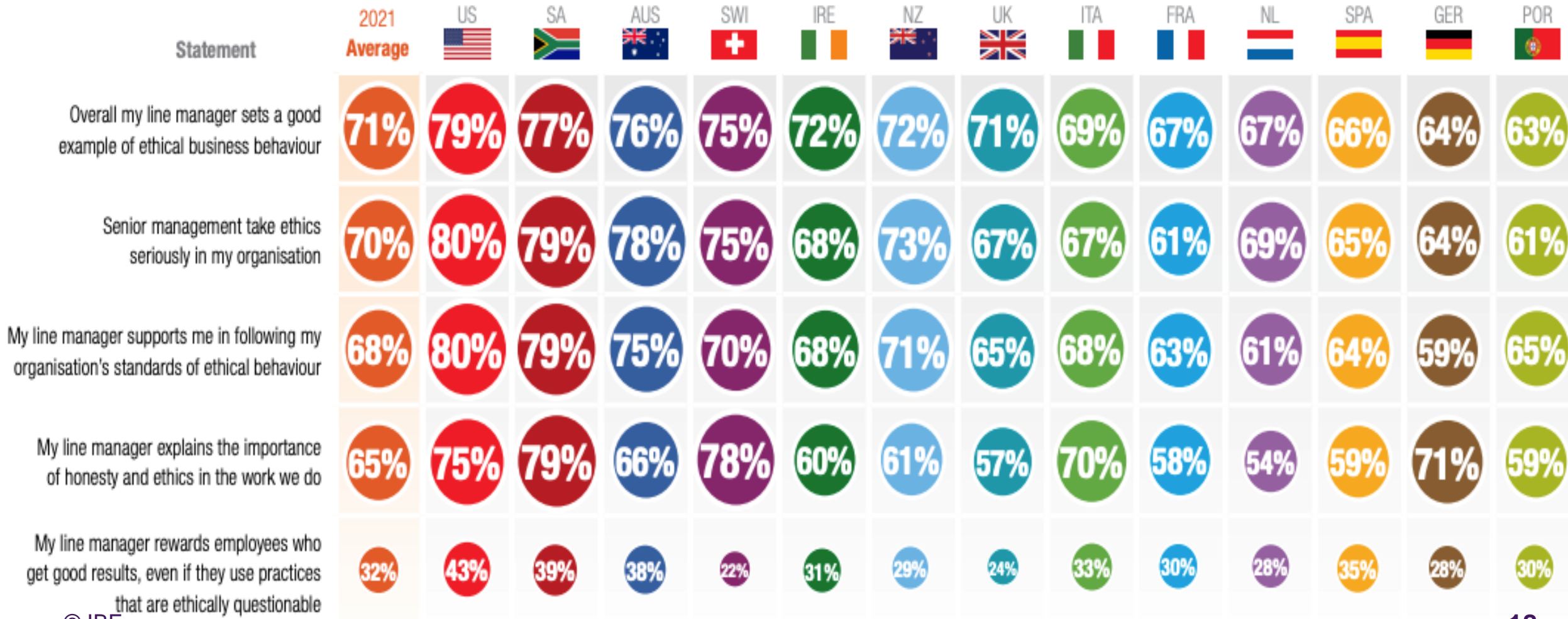
# BRIDGING THE GAP

- There seems to be a disconnect between managers' and non-managers' perceptions of ethics at work.
- Managers are more likely than non-managers to have positive views about the organisational culture, their own management and the ability of their organisation to act responsibly with external stakeholders.

# EMPLOYEES' VIEWS OF MANAGERS

**Q11** To what extent do you agree or disagree with each of the following statements?

Percentage of respondents who said either strongly agree or tend to agree.



***“Doing business ethically,  
makes for better business”***

**THANK YOU!**

# Thank You For Attending IBE Ethics at Work Survey Results

A recording of this webinar and  
the CPD code will be available on  
our website later today.

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