

INSTITUTE OF BUSINESS ETHICS

ETHICS AT WORK: 2018 SURVEY OF EMPLOYEES – EUROPE

METHODOLOGY NOTE

Methodology: ComRes interviewed 6,119 working adults across eight European countries between 5th and 25th February 2018. This included 754 working adults in France; 762 in Germany; 784 in Ireland; 768 in Italy; 775 in Portugal; 756 in Spain; 756 in Switzerland; and 764 in the UK. Data were weighted to make each country representative of the working population (age 18+) by age, gender and region.

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Ethics at Work survey 2018 - Global research

Country

BASE: All respondents

	Country								Gender			Age				Working status	
											I identify in another way/ Prefer not to say						
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
Significance Level: 95%																	
Unweighted Total	6119	754	762	784	768	775	756	764	3256	2834	29	1804	3127	1184	4	4905	1214
Weighted Total	6119	754	762	784	768	775	756	764	3268	2822	29	1786	3178	1151	4	4914	1205
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
France	754	754	-	-	-	-	-	-	389	361	4	227	401	125	1	650	104
	12%	100%	-	-	-	-	-	-	12%	13%	14%	13%	13%	11%	25%	13%	9%
		bcd efgh														b	
Germany	762	-	762	-	-	-	-	-	405	351	6	228	369	165	-	595	167
	12%	-	100%	-	-	-	-	-	12%	12%	21%	13%	12%	14%	-	12%	14%
			acdef gh											b			
Ireland	784	-	-	784	-	-	-	-	423	355	6	248	397	136	2	626	158
	13%	-	-	100%	-	-	-	-	13%	13%	21%	14%	13%	12%	50%	13%	13%
				abdef gh													
Italy	768	-	-	-	768	-	-	-	445	320	3	170	449	149	-	600	168
	13%	-	-	-	100%	-	-	-	14%	11%	10%	10%	14%	13%	-	12%	14%
					abcef gh				b				a	a			
Portugal	775	-	-	-	-	775	-	-	394	379	2	199	417	159	-	711	64
	13%	-	-	-	-	100%	-	-	12%	13%	7%	11%	13%	14%	-	14%	5%
						abcd fgh							a	a		b	
Spain	756	-	-	-	-	-	756	-	412	343	1	189	445	122	-	637	119
	12%	-	-	-	-	-	100%	-	13%	12%	3%	11%	14%	11%	-	13%	10%
							abcde gh						ac			b	
Switzerland	756	-	-	-	-	-	-	756	396	353	7	256	348	150	1	533	223
	12%	-	-	-	-	-	-	100%	12%	13%	24%	14%	11%	13%	25%	11%	19%
							abcde f h					b				a	
UK	764	-	-	-	-	-	-	764	405	359	-	268	351	144	-	562	202
	12%	-	-	-	-	-	-	100%	12%	13%	-	15%	11%	13%	-	11%	17%
								abcde f g				b				a	

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Country

BASE: All respondents

Significance Level: 95%		Public-Private sector		Seniority		People Manager		Sector					
	Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
		a	b	a	b	a	b	a	b	c	d	e	f
Unweighted Total	6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
Weighted Total	6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
France	754 12%	257 13%	497 12%	264 14% b	490 12%	363 12%	391 13%	191 13% d	68 10%	83 12% d	107 9%	266 16% abcdf	39 11%
Germany	762 12%	262 13%	500 12%	171 9%	591 14% a	403 13%	359 12%	241 16% cde	94 14% d	75 11%	104 8%	200 12% d	48 14% d
Ireland	784 13%	269 13%	515 13%	295 16% b	489 12%	384 12%	400 13%	151 10%	69 10%	76 11%	228 19% abce	200 12%	59 17% abce
Italy	768 13%	210 10%	558 14% a	220 12%	548 13%	450 15% b	318 10%	194 13% b	63 9%	99 14% be	180 15% be	185 11%	47 14% b
Portugal	775 13%	215 11%	560 14% a	219 12%	556 13%	366 12%	409 13%	167 11%	78 12%	86 12%	150 12%	256 15% abd	38 11%
Spain	756 12%	181 9%	575 14% a	212 11%	544 13%	353 12%	403 13% a	179 12% ef	86 13% ef	113 16% aef	197 16% aef	157 9%	25 7%
Switzerland	756 12%	307 15% b	449 11%	178 9%	578 14% a	372 12%	384 13%	209 14% d	81 12%	86 12%	117 10%	210 12% d	53 15% d
UK	764 12%	315 16% b	449 11%	312 17% b	452 11%	382 12%	382 13%	176 12%	131 20% acdef	74 11%	138 11%	214 13%	32 9%

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Country

BASE: All respondents

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106
6119	445	2028	1227	1555	864	3254	2419	1852	3617	650	964	4777	1401	3873	1669	107
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
754	45	217	159	214	119	375	333	257	423	74	147	540	188	429	170	23
12%	10%	11%	13%	14%	14%	12%	14%	14%	12%	11%	15%	11%	13%	11%	10%	22%
				abf	b		abf	b			b		b		a	
762	44	226	160	225	107	387	331	192	491	79	126	588	223	399	146	15
12%	10%	11%	13%	14%	12%	12%	14%	10%	14%	12%	13%	12%	16%	10%	9%	14%
				abf			abf		a				b			
784	54	258	132	212	128	389	340	216	495	73	87	663	103	567	206	3
13%	12%	13%	11%	14%	15%	12%	14%	12%	14%	11%	9%	14%	7%	15%	12%	3%
				c	cf		cf		a			a		a	b	
768	85	291	158	146	88	448	234	225	472	71	127	573	120	586	297	22
13%	19%	14%	13%	9%	10%	14%	10%	12%	13%	11%	13%	12%	9%	15%	18%	20%
	bcdefg	deg	dg			deg								a		
775	52	280	142	212	89	423	301	271	382	122	173	560	185	528	299	3
13%	12%	14%	12%	14%	10%	13%	12%	15%	11%	19%	18%	12%	13%	14%	18%	2%
		e		e		e		b		ab	b				b	
756	67	253	164	175	97	417	272	304	379	73	91	642	194	488	232	9
12%	15%	12%	13%	11%	11%	13%	11%	16%	10%	11%	9%	13%	14%	13%	14%	8%
	dg							bc				a				
756	40	306	149	173	88	455	261	202	459	95	120	579	217	382	148	6
12%	9%	15%	12%	11%	10%	14%	11%	11%	13%	15%	12%	12%	16%	10%	9%	6%
		acdeg				adeg				a			b			
764	58	197	162	198	148	360	346	185	517	62	92	632	170	494	171	27
12%	13%	10%	13%	13%	17%	11%	14%	10%	14%	10%	10%	13%	12%	13%	10%	25%
	b		bf	b	bcdfg		bf		ac			a				a

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Country

BASE: All respondents

Significance Level: 95%

Unweighted Total

Weighted Total

France

Germany

Ireland

Italy

Portugal

Spain

Switzerland

UK

	Total	Employer support				Employer provision of information		
		Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
		a	b	c	d	a	b	c
Unweighted Total	6119	3103	1491	1612	939	1157	4319	1262
Weighted Total	6119	3114	1499	1615	936	1162	4325	1257
	100%	100%	100%	100%	100%	100%	100%	100%
France	754	303	131	172	146	97	445	218
	12%	10%	9%	11%	16% abc	8%	10% a	17% ab
Germany	762	369	166	203	113	89	496	188
	12%	12%	11%	13%	12%	8%	11% a	15% ab
Ireland	784	417	193	224	122	233	646	98
	13%	13%	13%	14%	13%	20% bc	15% c	8%
Italy	768	406	222	184	102	111	525	177
	13%	13%	15% cd	11%	11%	10%	12% a	14% a
Portugal	775	404	179	225	119	150	553	158
	13%	13%	12%	14%	13%	13%	13%	13%
Spain	756	381	200	181	128	99	508	172
	12%	12%	13%	11%	14%	9%	12% a	14% a
Switzerland	756	423	178	245	108	93	543	150
	12%	14%	12%	15% bd	12%	8%	13% a	12% a
UK	764	411	229	182	98	289	610	96
	12%	13% d	15% cd	11%	10%	25% bc	14% c	8%

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D1. How do you identify?

BASE: All respondents

	Country								Gender			Age				Working status	
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
Significance Level: 95%																	
Unweighted Total	6119	754	762	784	768	775	756	764	3256	2834	29	1804	3127	1184	4	4905	1214
Weighted Total	6119	754	762	784	768	775	756	764	3268	2822	29	1786	3178	1151	4	4914	1205
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Male	3268	389	405	423	445	394	412	396	3268	-	-	752	1846	668	2	2925	343
	53%	52%	53%	54%	58%	51%	54%	52%	100%	-	-	42%	58%	58%	49%	60%	28%
				aeg					b				a	a		b	
Female	2822	361	351	355	320	379	343	353	-	2822	-	1025	1317	479	1	1967	855
	46%	48%	46%	45%	42%	49%	45%	47%	-	100%	-	57%	41%	42%	26%	40%	71%
		d			d		d	d		a		bc				a	
I identify another way	16	2	3	4	2	2	-	3	-	-	16	3	10	3	-	10	6
	*	*	*	1%	*	*	-	*	-	-	55%	*	*	*	-	*	1%
			fh														
Prefer not to say	13	2	3	2	1	-	1	4	-	-	13	6	5	1	1	12	1
	*	*	*	*	*	-	*	1%	-	-	45%	*	*	*	25%	*	*
							eh										

Ethics at Work survey 2018 - Global research

D1. How do you identify?

BASE: All respondents

		Public-Private sector		Seniority		People Manager		Sector					
	Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
Significance Level: 95%		a	b	a	b	a	b	a	b	c	d	e	f
Unweighted Total	6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
Weighted Total	6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Male	3268	889	2379	1251	2016	1878	1389	1087	282	328	693	649	228
	53%	44%	58%	67%	47%	61%	46%	72%	42%	48%	57%	38%	67%
			a	b		b		bcdef		be	bce		bcde
Female	2822	1111	1711	610	2212	1170	1653	410	386	355	525	1034	112
	46%	55%	42%	33%	52%	38%	54%	27%	58%	51%	43%	61%	33%
		b		a		a			acdf	adf	af	acdf	a
I identify another way	16	7	9	6	10	14	2	5	2	3	1	3	2
	*	*	*	*	*	*	*	*	*	*	*	*	1%
					b								
Prefer not to say	13	10	3	4	9	10	3	5	-	5	1	2	-
	*	*	*	*	*	*	*	*	-	1%	*	*	-
		b								bde			

Ethics at Work survey 2018 - Global research

D1. How do you identify?

BASE: All respondents

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106
6119 100%	445 100%	2028 100%	1227 100%	1555 100%	864 100%	3254 100%	2419 100%	1852 100%	3617 100%	650 100%	964 100%	4777 100%	1401 100%	3873 100%	1669 100%	107 100%
3268 53%	260 58% bcf	1012 50%	646 53%	859 55% bf	491 57% bf	1658 51%	1350 56% bf	1016 55%	1924 53%	328 50%	539 56%	2557 54%	806 58% b	2082 54%	849 51%	61 57%
2822 46%	184 41%	1007 50% adeg	575 47% a	689 44%	368 43%	1581 49% adeg	1057 44%	825 45%	1681 46%	317 49%	417 43%	2202 46%	587 42%	1775 46% a	813 49%	46 43%
16 *	- -	5 *	3 *	4 *	4 *	8 *	8 *	5 *	9 *	2 *	5 1%	10 *	5 *	11 *	5 *	- -
13 *	1 *	4 *	3 *	4 *	1 *	7 *	5 *	6 *	4 *	3 *	3 *	8 *	3 *	5 *	2 *	- -
										b						

Ethics at Work survey 2018 - Global research

D1. How do you identify?

BASE: All respondents

Significance Level: 95%

Unweighted Total

Weighted Total

Male

Female

I identify another way

Prefer not to say

	Total	Employer support				Employer provision of information		
		Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
		a	b	c	d	a	b	c
Unweighted Total	6119	3103	1491	1612	939	1157	4319	1262
Weighted Total	6119	3114	1499	1615	936	1162	4325	1257
	100%	100%	100%	100%	100%	100%	100%	100%
Male	3268	1702	840	862	474	655	2375	650
	53%	55%	56%	53%	51%	56%	55%	52%
		d	d			c	c	
Female	2822	1403	656	746	453	501	1930	603
	46%	45%	44%	46%	48%	43%	45%	48%
				b				ab
I identify another way	16	5	1	4	6	5	12	2
	*	*	*	*	1% ab	*	*	*
Prefer not to say	13	5	2	3	4	1	9	2
	*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

D2. How old are you?

BASE: All respondents

	Country								Gender			Age				Working status	
											I identify in another way/ Prefer not to say						
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
Significance Level: 95%																	
Unweighted Total	6119	754	762	784	768	775	756	764	3256	2834	29	1804	3127	1184	4	4905	1214
Weighted Total	6119	754	762	784	768	775	756	764	3268	2822	29	1786	3178	1151	4	4914	1205
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
18-24	492	58	72	64	33	44	33	95	175	314	3	492	-	-	-	339	153
	8%	8%	9%	8%	4%	6%	4%	13%	5%	11%	9%	28%	-	-	-	7%	13%
		df	def	df				acdef		a		bc					a
25-34	1294	169	156	184	137	155	155	162	577	711	6	1294	-	-	-	1059	235
	21%	22%	21%	24%	18%	20%	21%	21%	18%	25%	21%	72%	-	-	-	22%	20%
		d		d				d		a		bc					
35-44	1578	197	158	220	216	220	239	163	850	720	8	-	1578	-	-	1333	246
	26%	26%	21%	28%	28%	28%	32%	22%	26%	26%	29%	-	50%	-	-	27%	20%
		bgh		bgh	bgh	bgh	abgh						ac			b	
45-54	1600	204	212	178	233	197	206	185	996	597	7	-	1600	-	-	1327	272
	26%	27%	28%	23%	30%	25%	27%	24%	30%	21%	24%	-	50%	-	-	27%	23%
		c	c		cegh		c		b				ac			b	
55-64	973	115	144	111	131	119	115	122	546	424	3	-	-	973	-	746	227
	16%	15%	19%	14%	17%	15%	15%	16%	17%	15%	10%	-	-	85%	-	15%	19%
			ch											ab		a	
65+	178	9	21	26	18	40	8	29	122	55	1	-	-	178	-	108	71
	3%	1%	3%	3%	2%	5%	1%	4%	4%	2%	4%	-	-	15%	-	2%	6%
			af	af	f	abdf		af	b					ab		a	
Prefer not to say	4	1	-	2	-	-	-	1	2	1	1	-	-	-	4	3	1
	*	*	-	*	-	-	-	*	*	*	3%	-	-	-	100%	*	*
Net: 18-34	1786	227	228	248	170	199	189	256	752	1025	9	1786	-	-	-	1398	388
	29%	30%	30%	32%	22%	26%	25%	34%	23%	36%	30%	100%	-	-	-	28%	32%
		df	df	def				def		a		bc				a	
Net: 35-54	3178	401	369	397	449	417	445	348	1846	1317	15	-	3178	-	-	2660	518
	52%	53%	48%	51%	58%	54%	59%	46%	56%	47%	53%	-	100%	-	-	54%	43%
		gh		abcgh	bgh	abcegh			b				ac			b	
Net: 55+	1151	125	165	136	149	159	122	150	668	479	4	-	-	1151	-	853	298
	19%	17%	22%	17%	19%	20%	16%	20%	20%	17%	13%	-	-	100%	-	17%	25%
			acf			af			b					ab		a	

Ethics at Work survey 2018 - Global research

D2. How old are you?

BASE: All respondents

		Public-Private sector		Seniority		People Manager		Sector					
	Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
Significance Level: 95%		a	b	a	b	a	b	a	b	c	d	e	f
Unweighted Total	6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
Weighted Total	6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
18-24	492 8%	239 12% b	253 6% a	90 5% a	402 9% a	224 7% a	268 9% a	106 7% a	91 13% acdef	66 10% ad	73 6% a	131 8% a	25 7% a
25-34	1294 21%	429 21%	865 21%	355 19%	939 22% a	669 22%	625 21%	282 19%	155 23% a	161 23% a	273 22% a	337 20% a	86 25% ae
35-44	1578 26%	471 23%	1107 27% a	492 26%	1086 26%	844 27% b	734 24%	404 27% e	155 23%	170 25%	347 28% be	401 24% a	101 29% be
45-54	1600 26%	501 25%	1099 27%	499 27%	1101 26%	789 26%	811 27%	445 30% bcd	164 24%	166 24%	286 23%	458 27% d	81 24%
55-64	973 16%	332 16%	640 16%	336 18% b	637 15%	456 15%	517 17% a	228 15%	91 14%	105 15%	184 15%	318 19% abcd	46 14%
65+	178 3%	43 2%	136 3% a	100 5% b	79 2%	88 3%	91 3%	41 3% f	14 2%	21 3% f	57 5% abef	42 2% a	3 1%
Prefer not to say	4 *	2 *	2 *	1 *	3 *	3 *	1 *	1 *	1 *	- -	1 *	1 *	- -
Net: 18-34	1786 29%	668 33% b	1119 27%	444 24%	1342 32% a	893 29%	893 29%	388 26%	246 37% ade	228 33% ade	346 28%	468 28%	111 33% a
Net: 35-54	3178 52%	972 48%	2206 54% a	991 53%	2187 52%	1632 53%	1546 51%	849 56% bcde	319 48%	337 49%	633 52%	859 51%	181 53%
Net: 55+	1151 19%	375 19%	776 19%	436 23% b	715 17%	544 18%	607 20% a	269 18%	105 16%	127 18%	241 20% bf	360 21% abf	49 14%

Ethics at Work survey 2018 - Global research

D2. How old are you?

BASE: All respondents

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
Total	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106
6119	445	2028	1227	1555	864	3254	2419	1852	3617	650	964	4777	1401	3873	1669	107
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
492	11	195	108	116	61	303	177	161	283	48	100	354	181	220	72	10
8%	3%	10%	9%	7%	7%	9%	7%	9%	8%	7%	10%	7%	13%	6%	4%	10%
		adeg	a	a	a	adeg	a				b		b		a	
1294	53	475	278	314	174	752	488	455	697	143	262	936	372	747	215	38
21%	12%	23%	23%	20%	20%	23%	20%	25%	19%	22%	27%	20%	27%	19%	13%	36%
		adeg	a	a	a	adg	a	b			b		b		a	
1578	86	497	328	443	224	825	667	501	914	164	214	1258	321	1055	402	29
26%	19%	24%	27%	28%	26%	25%	28%	27%	25%	25%	22%	26%	23%	27%	24%	27%
		a	a	abf	a	a	ab					a		a		
1600	130	487	308	424	252	794	675	450	975	174	219	1294	298	1076	532	21
26%	29%	24%	25%	27%	29%	24%	28%	24%	27%	27%	23%	27%	21%	28%	32%	20%
	bf			bf	bcd		bf		a			a		a	b	
973	125	297	191	222	138	488	360	245	619	109	149	778	184	661	370	9
16%	28%	15%	16%	14%	16%	15%	15%	13%	17%	17%	15%	16%	13%	17%	22%	8%
	bcdefg								a	a				a	b	
178	39	74	14	36	15	88	51	39	127	13	20	156	44	112	78	-
3%	9%	4%	1%	2%	2%	3%	2%	2%	4%	2%	2%	3%	3%	3%	5%	-
	bcdefg	cdeg		c		c	c		ac			a			b	
4	-	3	-	1	-	3	1	1	3	-	1	2	-	3	-	-
*	-	*	-	*	-	*	*	*	*	-	*	*	-	*	-	-
1786	65	670	386	430	235	1056	665	616	980	190	362	1289	553	967	287	48
29%	15%	33%	31%	28%	27%	32%	27%	33%	27%	29%	37%	27%	39%	25%	17%	45%
		adeg	adeg	a	a	adeg	a	b			b		b		a	
3178	216	983	636	867	476	1619	1343	951	1889	338	433	2552	620	2131	934	50
52%	49%	48%	52%	56%	55%	50%	56%	51%	52%	52%	45%	53%	44%	55%	56%	47%
				abcf	abf		abcf					a		a		
1151	164	371	205	257	153	577	410	284	746	122	169	934	228	772	448	9
19%	37%	18%	17%	17%	18%	18%	17%	15%	21%	19%	18%	20%	16%	20%	27%	8%
	bcdefg								a	a				a	b	

Ethics at Work survey 2018 - Global research

D2. How old are you?

BASE: All respondents

Significance Level: 95%

Unweighted Total

Weighted Total

18-24

25-34

35-44

45-54

55-64

65+

Prefer not to say

Net: 18-34

Net: 35-54

Net: 55+

	Total	Employer support				Employer provision of information		
		Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
		a	b	c	d	a	b	c
Unweighted Total	6119	3103	1491	1612	939	1157	4319	1262
Weighted Total	6119	3114	1499	1615	936	1162	4325	1257
	100%	100%	100%	100%	100%	100%	100%	100%
18-24	492	269	126	143	56	102	393	60
	8%	9%	8%	9%	6%	9%	9%	5%
		d	d	d		c	c	
25-34	1294	640	297	343	198	260	974	207
	21%	21%	20%	21%	21%	22%	23%	16%
						c	c	
35-44	1578	774	362	412	256	310	1112	322
	26%	25%	24%	25%	27%	27%	26%	26%
45-54	1600	825	397	428	241	298	1090	379
	26%	27%	26%	27%	26%	26%	25%	30%
								ab
55-64	973	490	249	241	169	166	626	249
	16%	16%	17%	15%	18%	14%	14%	20%
				c				ab
65+	178	114	68	46	17	25	126	40
	3%	4%	5%	3%	2%	2%	3%	3%
		d	cd					
Prefer not to say	4	2	-	2	-	1	4	-
	*	*	-	*	-	*	*	-
Net: 18-34	1786	909	423	485	254	362	1367	267
	29%	29%	28%	30%	27%	31%	32%	21%
						c	c	
Net: 35-54	3178	1599	759	840	497	608	2203	700
	52%	51%	51%	52%	53%	52%	51%	56%
								b
Net: 55+	1151	605	317	288	185	191	752	289
	19%	19%	21%	18%	20%	16%	17%	23%
			c					ab

Ethics at Work survey 2018 - Global research

D4. Which of the following sectors do you work in?

BASE: All respondents

	Country								Gender			Age				Working status	
											I identify in another way/ Prefer not to say						
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
Significance Level: 95%																	
Unweighted Total	6119	754	762	784	768	775	756	764	3256	2834	29	1804	3127	1184	4	4905	1214
Weighted Total	6119	754	762	784	768	775	756	764	3268	2822	29	1786	3178	1151	4	4914	1205
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Agriculture, forestry and fishing	94 2%	13 2% bg	2 * bg	13 2% bg	19 2% bg	18 2% bg	17 2% bg	2 * bg	57 2%	36 1%	1 3%	21 1%	42 1%	31 3% ab	- -	77 2%	17 1%
Production (e.g. manufacturing, utilities and mining)	500 8%	60 8%	81 11% cefh	56 7% cefh	81 11% cefh	56 7%	56 7%	60 8%	351 11% b	147 5%	2 7%	122 7%	302 10% ac	74 6%	1 25%	460 9% b	39 3%
Construction	354 6%	45 6% e	44 6%	34 4%	47 6% e	29 4%	47 6% e	59 8% ce	265 8% b	88 3%	1 3%	114 6% c	187 6%	53 5%	- -	306 6% b	48 4%
Property (e.g. real estate)	86 1%	8 1%	17 2% cfh	7 1%	11 1%	15 2%	7 1%	15 2%	41 1%	45 2%	- -	26 1%	35 1%	25 2% b	- -	68 1%	18 2%
Motor trades	89 1%	17 2% de	19 2% de	10 1%	6 1%	6 1%	10 1%	11 1%	67 2% b	21 1%	1 2%	29 2%	44 1%	15 1%	- -	75 2%	14 1%
Wholesale	189 3%	24 3% c	32 4% c	8 1%	26 3% c	29 4% c	25 3% c	20 3% c	123 4% b	63 2%	3 10%	49 3%	102 3%	38 3%	- -	155 3%	34 3%
Retail	585 10%	60 8%	77 10% d	62 8%	53 7%	63 8%	79 10% d	66 9% abcdefg	242 7%	341 12% a	2 7%	220 12% bc	284 9% c	80 7%	1 26%	392 8%	192 16% a
Transport and storage (inc. postal)	281 5%	32 4% d	62 8% acdefh	30 4% d	15 2%	29 4% d	24 3%	56 7% acdefh	223 7% b	56 2%	2 7%	52 3%	170 5% a	58 5% a	- -	234 5%	47 4%
Accommodation and food services	278 5%	29 4%	24 3%	35 4%	33 4%	39 5%	46 6% abh	44 6% b	143 4%	132 5%	3 10%	122 7% bc	121 4%	35 3%	- -	184 4%	94 8% a
Information and communication	342 6%	39 5%	48 6% f	59 8% efh	47 6% f	38 5%	25 3%	53 7% fh	228 7% b	112 4%	2 7%	111 6% c	181 6%	49 4%	- -	290 6% b	51 4%
Finance and insurance	320 5%	39 5%	42 5% f	58 7% def	31 4%	38 5%	25 3%	50 7% df	187 6%	132 5%	1 3%	94 5%	165 5%	61 5%	- -	289 6% b	31 3%

Ethics at Work survey 2018 - Global research

D4. Which of the following sectors do you work in?

BASE: All respondents

	Country								Gender			Age				Working status	
											I identify in another way/ Prefer not to say						
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
Significance Level: 95%																	
Unweighted Total	6119	754	762	784	768	775	756	764	3256	2834	29	1804	3127	1184	4	4905	1214
Weighted Total	6119	754	762	784	768	775	756	764	3268	2822	29	1786	3178	1151	4	4914	1205
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Business administration and support services	367 6%	23 3%	47 6%	64 8%	45 6%	47 6%	76 10%	31 4%	160 5%	206 7%	1 3%	102 6%	182 6%	83 7%	1 24%	295 6%	72 6%
			a	agh	a	a	abdegh			a							
Professional, scientific and technical	533 9%	45 6%	15 2%	106 14%	104 14%	65 8%	96 13%	36 5%	346 11%	187 7%	- -	150 8%	287 9%	96 8%	- -	467 9%	66 5%
		b		abegh	abegh	bg	abegh	b	b							b	
Public administration and defence	516 8%	98 13%	59 8%	44 6%	70 9%	110 14%	43 6%	49 6%	278 9%	238 8%	- -	106 6%	281 9%	129 11%	- -	463 9%	52 4%
		bcd fgh			c f h	bcd fgh							a	ab		b	
Education	534 9%	71 9%	43 6%	82 11%	64 8%	84 11%	50 7%	53 7%	179 5%	353 13%	2 7%	148 8%	271 9%	115 10%	1 25%	385 8%	149 12%
		b f		b f g	b	b f g		b d f g		a						a	
Health	638 10%	97 13%	98 13%	74 9%	51 7%	62 8%	64 8%	109 14%	192 6%	443 16%	3 10%	215 12%	307 10%	117 10%	- -	491 10%	147 12%
		c d e f	c d e f	d				c d e f h		a		b				a	
Arts, entertainment, recreation and other services	413 7%	54 7%	51 7%	41 5%	66 9%	47 6%	67 9%	42 6%	185 6%	223 8%	5 19%	106 6%	216 7%	91 8%	- -	281 6%	132 11%
					c g h		c e g h			a				a		a	
Net: Manufacturing, Wholesale and Production	1507 25%	191 25%	241 32%	151 19%	194 25%	167 22%	179 24%	209 28%	1087 33%	410 15%	10 33%	388 22%	849 27%	269 23%	1 25%	1308 27%	199 17%
		c	a c d e f h		c		c	c e h	b				a c			b	
Net: Retail and Sales	671 11%	68 9%	94 12%	69 9%	63 8%	78 10%	86 11%	81 11%	282 9%	386 14%	2 7%	246 14%	319 10%	105 9%	1 26%	460 9%	210 17%
			a c d			d		a b c d e f g		a		b c				a	
Net: Recreation and Other Services	691 11%	83 11%	75 10%	76 10%	99 13%	86 11%	113 15%	86 11%	328 10%	355 13%	8 29%	228 13%	337 11%	127 11%	- -	465 9%	226 19%
					c h		a b c e g h			a		b				a	
Net: Finance, Business and Professional Services	1220 20%	107 14%	104 14%	228 29%	180 23%	150 19%	197 26%	117 15%	693 21%	525 19%	2 7%	346 19%	633 20%	241 21%	1 24%	1051 21%	169 14%
				a b d e g h	a b e g h	a b g	a b e g h	a b	b							b	

Ethics at Work survey 2018 - Global research

D4. Which of the following sectors do you work in?

BASE: All respondents

	Country								Gender			Age				Working status	
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
Significance Level: 95%																	
Unweighted Total	6119	754	762	784	768	775	756	764	3256	2834	29	1804	3127	1184	4	4905	1214
Weighted Total	6119	754	762	784	768	775	756	764	3268	2822	29	1786	3178	1151	4	4914	1205
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Net: Public Services inc. Education and Health	1688	266	200	200	185	256	157	210	649	1034	5	468	859	360	1	1340	349
	28%	35%	26%	26%	24%	33%	21%	28%	20%	37%	17%	26%	27%	31%	25%	27%	29%
		bcd fgh	f	f		bcd fgh		f		a				ab			
Net: Information and Communication	342	39	48	59	47	38	25	53	228	112	2	111	181	49	-	290	51
	6%	5%	6%	8%	6%	5%	3%	7%	7%	4%	7%	6%	6%	4%	-	6%	4%
			f	efh	f			fh	b			c				b	

Ethics at Work survey 2018 - Global research

D4. Which of the following sectors do you work in?

BASE: All respondents

		Public-Private sector		Seniority		People Manager		Sector					
	Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
Significance Level: 95%		a	b	a	b	a	b	a	b	c	d	e	f
Unweighted Total	6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
Weighted Total	6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Agriculture, forestry and fishing	94 2%	16 1%	78 2% a	38 2% b	56 1%	42 1%	52 2%	94 6% bcdef	- -	- -	- -	- -	- -
Production (e.g. manufacturing, utilities and mining)	500 8%	54 3%	446 11% a	135 7%	365 9%	262 9%	238 8%	500 33% bcdef	- -	- -	- -	- -	- -
Construction	354 6%	53 3%	301 7% a	129 7% b	225 5%	218 7% b	135 4%	354 23% bcdef	- -	- -	- -	- -	- -
Property (e.g. real estate)	86 1%	15 1%	71 2% a	39 2% b	47 1%	52 2%	34 1%	- - acdef	86 13%	- -	- -	- -	- -
Motor trades	89 1%	17 1%	72 2% a	17 1%	72 2% a	40 1%	48 2%	89 6% bcdef	- -	- -	- -	- -	- -
Wholesale	189 3%	31 2%	158 4% a	73 4% b	116 3%	105 3%	85 3%	189 13% bcdef	- -	- -	- -	- -	- -
Retail	585 10%	168 8%	417 10% a	177 9%	408 10%	263 9%	322 11% a	- - acdef	585 87%	- -	- -	- -	- -
Transport and storage (inc. postal)	281 5%	78 4%	203 5%	56 3%	225 5% a	131 4%	149 5%	281 19% bcdef	- -	- -	- -	- -	- -
Accommodation and food services	278 5%	86 4%	192 5%	81 4%	197 5%	168 5% b	110 4%	- - abdef	- -	278 40%	- -	- -	- -
Information and communication	342 6%	51 3%	290 7% a	127 7% b	215 5%	173 6%	168 6%	- - -	- -	- -	- -	- -	342 100% abcde

Ethics at Work survey 2018 - Global research

D4. Which of the following sectors do you work in?

BASE: All respondents

		Public-Private sector		Seniority		People Manager		Sector					
	Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
Significance Level: 95%		a	b	a	b	a	b	a	b	c	d	e	f
Unweighted Total	6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
Weighted Total	6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Finance and insurance	320 5%	33 2%	287 7% a	116 6% b	204 5%	156 5%	164 5%	- -	- -	- -	320 26% abcef	- -	- -
Business administration and support services	367 6%	63 3%	304 7% a	115 6%	252 6%	195 6%	172 6%	- -	- -	- -	367 30% abcef	- -	- -
Professional, scientific and technical	533 9%	77 4%	456 11% a	227 12% b	306 7%	306 10% b	227 7%	- -	- -	- -	533 44% abcef	- -	- -
Public administration and defence	516 8%	477 24% b	39 1%	126 7%	390 9% a	242 8%	273 9%	- -	- -	- -	- -	516 31% abcdf	- -
Education	534 9%	368 18% b	167 4%	146 8%	388 9%	250 8%	284 9%	- -	- -	- -	- -	534 32% abcdf	- -
Health	638 10%	329 16% b	309 8%	137 7%	502 12% a	304 10%	335 11%	- -	- -	- -	- -	638 38% abcdf	- -
Arts, entertainment, recreation and other services	413 7%	100 5%	313 8% a	133 7%	280 7%	163 5%	250 8% a	- -	- -	413 60% abdef	- -	- -	- -
Net: Manufacturing, Wholesale and Production	1507 25%	250 12%	1257 31% a	448 24%	1058 25%	800 26% b	707 23%	1507 100% bcdef	- -	- -	- -	- -	- -
Net: Retail and Sales	671 11%	183 9%	488 12% a	216 12%	455 11%	315 10%	356 12%	- -	671 100% acdef	- -	- -	- -	- -
Net: Recreation and Other Services	691 11%	186 9%	505 12% a	214 11%	478 11%	331 11%	360 12%	- -	- -	691 100% abdef	- -	- -	- -

Ethics at Work survey 2018 - Global research

D4. Which of the following sectors do you work in?

BASE: All respondents

Significance Level: 95%

Unweighted Total

Weighted Total

Net: Finance, Business and Professional Services

Net: Public Services inc. Education and Health

Net: Information and Communication

	Public-Private sector		Seniority		People Manager		Sector					
Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
	a	b	a	b	a	b	a	b	c	d	e	f
6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1220	173	1047	459	762	657	563	-	-	-	1220	-	-
20%	9%	26%	25%	18%	21%	18%	-	-	-	100%	-	-
		a	b		b					abcef		
1688	1174	515	409	1280	796	892	-	-	-	-	1688	-
28%	58%	13%	22%	30%	26%	29%	-	-	-	-	100%	-
	b			a		a					abcdf	
342	51	290	127	215	173	168	-	-	-	-	-	342
6%	3%	7%	7%	5%	6%	6%	-	-	-	-	-	100%
		a	b									abcde

Ethics at Work survey 2018 - Global research

D4. Which of the following sectors do you work in?

BASE: All respondents

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics			
							Net: Large/ very large (250+)											
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)		Yes	No	Don't know	Yes	No	Yes	No	Yes	No	Most ethical	Least ethical
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b		
6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106		
6119	445	2028	1227	1555	864	3254	2419	1852	3617	650	964	4777	1401	3873	1669	107		
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		
94	25	47	11	9	1	59	10	29	53	12	18	67	23	56	36	4		
2%	6%	2%	1%	1%	*	2%	*	2%	1%	2%	2%	1%	2%	1%	2%	4%		
	bcdefg	cdeg	e			cdeg												
500	6	125	117	168	83	242	252	161	276	62	83	386	120	305	143	5		
8%	1%	6%	10%	11%	10%	7%	10%	9%	8%	10%	9%	8%	9%	8%	9%	5%		
	a	abf	abf	abf	abf	a	abf											
354	34	178	77	53	12	255	64	95	229	30	59	272	94	224	92	5		
6%	8%	9%	6%	3%	1%	8%	3%	5%	6%	5%	6%	6%	7%	6%	5%	5%		
	deg	cdeg	deg	e		deg	e											
86	12	41	17	15	1	57	16	24	51	11	15	67	24	54	21	2		
1%	3%	2%	1%	1%	*	2%	1%	1%	1%	2%	2%	1%	2%	1%	1%	2%		
	cdeg	deg	eg	e		deg	e											
89	4	30	19	24	12	49	36	28	51	10	18	64	25	52	18	-		
1%	1%	1%	2%	2%	1%	2%	1%	1%	1%	2%	2%	1%	2%	1%	1%	-		
189	10	82	46	39	12	128	51	50	119	20	35	137	56	110	52	6		
3%	2%	4%	4%	3%	1%	4%	2%	3%	3%	3%	4%	3%	4%	3%	3%	6%		
		deg	eg			deg							b					
585	61	237	85	108	94	322	202	160	369	55	80	467	161	340	192	5		
10%	14%	12%	7%	7%	11%	10%	8%	9%	10%	9%	8%	10%	12%	9%	12%	5%		
	cdfg	cdfg			cdg	cdg							b		b			
281	6	76	54	79	66	130	145	94	144	43	35	230	61	175	77	5		
5%	1%	4%	4%	5%	8%	4%	6%	5%	4%	7%	4%	5%	4%	5%	5%	5%		
		a	a	ab	abcdf	a	abcf			b								
278	9	164	54	35	16	218	51	104	145	29	52	210	75	154	69	4		
5%	2%	8%	4%	2%	2%	7%	2%	6%	4%	5%	5%	4%	5%	4%	4%	4%		
		acdeg	adeg			acdeg		b					b					
342	24	92	73	95	58	165	153	94	217	30	59	267	93	207	63	9		
6%	5%	5%	6%	6%	7%	5%	6%	5%	6%	5%	6%	6%	7%	5%	4%	8%		
				b	b		bf									a		

Ethics at Work survey 2018 - Global research

D4. Which of the following sectors do you work in?

BASE: All respondents

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics		
							Net: Large/ very large (250+)										
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)		Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical	
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b	
6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106	
6119	445	2028	1227	1555	864	3254	2419	1852	3617	650	964	4777	1401	3873	1669	107	
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
320	9	83	41	111	76	124	187	88	203	29	56	246	73	195	80	4	
5%	2%	4%	3%	7%	9%	4%	8%	5%	6%	4%	6%	5%	5%	5%	5%	4%	
		a		abcf	abcf		abcf										
367	27	140	87	84	28	228	112	101	219	46	41	306	86	236	94	8	
6%	6%	7%	7%	5%	3%	7%	5%	5%	6%	7%	4%	6%	6%	6%	6%	8%	
	e	eg	eg	e		deg						a					
533	68	186	78	141	60	264	201	155	331	47	79	431	90	378	128	8	
9%	15%	9%	6%	9%	7%	8%	8%	8%	9%	7%	8%	9%	6%	10%	8%	7%	
	bcdefg	ce		c		c	c							a			
516	2	61	94	206	153	155	359	177	300	39	84	405	100	360	154	7	
8%	*	3%	8%	13%	18%	5%	15%	10%	8%	6%	9%	8%	7%	9%	9%	6%	
		a	abf	abcf	abcdfg	ab	abcf	c	c					a			
534	25	155	166	109	80	321	188	159	314	61	71	430	99	359	163	14	
9%	6%	8%	13%	7%	9%	10%	8%	9%	9%	9%	7%	9%	7%	9%	10%	13%	
			abdefg		ad	abdg								a			
638	26	173	130	216	94	302	310	224	336	79	119	465	140	396	178	17	
10%	6%	9%	11%	14%	11%	9%	13%	12%	9%	12%	12%	10%	10%	10%	11%	16%	
			ab	abcef	ab	a	abf	b		b	b						
413	95	157	79	63	20	236	83	107	261	46	58	326	80	273	110	4	
7%	21%	8%	6%	4%	2%	7%	3%	6%	7%	7%	6%	7%	6%	7%	7%	4%	
	bcdefg	deg	deg	e		deg			a								
1507	86	539	324	372	186	863	558	458	872	177	249	1156	378	921	417	25	
25%	19%	27%	26%	24%	22%	27%	23%	25%	24%	27%	26%	24%	27%	24%	25%	23%	
		aeg	aeg	a		aeg							b				
671	73	277	102	124	94	379	218	184	420	67	95	534	185	394	213	7	
11%	16%	14%	8%	8%	11%	12%	9%	10%	12%	10%	10%	11%	13%	10%	13%	7%	
	cdefg	cdefg			cd	cdg							b				
691	104	321	133	98	36	454	134	211	406	75	110	536	156	428	179	8	
11%	23%	16%	11%	6%	4%	14%	6%	11%	11%	12%	11%	11%	11%	11%	11%	8%	
	bcdefg	cdeg	deg	e		cdeg											

Ethics at Work survey 2018 - Global research

D4. Which of the following sectors do you work in?

BASE: All respondents

		Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
	Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
Significance Level: 95%		a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
Unweighted Total	6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106
Weighted Total	6119	445	2028	1227	1555	864	3254	2419	1852	3617	650	964	4777	1401	3873	1669	107
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Net: Finance, Business and Professional Services	1220	105	410	206	336	164	616	500	345	753	122	176	984	249	810	302	20
	20%	24%	20%	17%	22%	19%	19%	21%	19%	21%	19%	18%	21%	18%	21%	18%	18%
		cf	c		cf			c							a		
Net: Public Services inc. Education and Health	1688	54	389	389	531	326	778	857	560	949	179	274	1300	340	1115	494	38
	28%	12%	19%	32%	34%	38%	24%	35%	30%	26%	28%	28%	27%	24%	29%	30%	36%
			a	abf	abf	abcf	ab	abcf	b					a			
Net: Information and Communication	342	24	92	73	95	58	165	153	94	217	30	59	267	93	207	63	9
	6%	5%	5%	6%	6%	7%	5%	6%	5%	6%	5%	6%	6%	7%	5%	4%	8%
					b	b		bf									a

Ethics at Work survey 2018 - Global research

D4. Which of the following sectors do you work in?

BASE: All respondents

	Total	Employer support				Employer provision of information		
		Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	c	d	a	b	c
Unweighted Total	6119	3103	1491	1612	939	1157	4319	1262
Weighted Total	6119	3114	1499	1615	936	1162	4325	1257
	100%	100%	100%	100%	100%	100%	100%	100%
Agriculture, forestry and fishing	94 2%	39 1%	23 2%	16 1%	17 2%	15 1%	53 1%	29 2% b
Production (e.g. manufacturing, utilities and mining)	500 8%	275 9%	137 9%	137 9%	78 8%	108 9% c	376 9% c	77 6%
Construction	354 6%	171 5%	85 6%	86 5%	53 6%	38 3%	202 5% a	114 9% ab
Property (e.g. real estate)	86 1%	42 1%	25 2%	17 1%	11 1%	14 1%	57 1%	26 2%
Motor trades	89 1%	45 1%	18 1%	27 2%	17 2%	13 1%	54 1%	26 2% b
Wholesale	189 3%	91 3%	44 3%	48 3%	30 3%	31 3%	118 3%	51 4% b
Retail	585 10%	303 10%	146 10%	157 10%	88 9%	103 9%	411 9%	118 9%
Transport and storage (inc. postal)	281 5%	133 4%	62 4%	71 4%	42 4%	59 5%	200 5%	61 5%
Accommodation and food services	278 5%	153 5%	68 5%	85 5%	41 4%	46 4%	192 4%	62 5%
Information and communication	342 6%	171 6%	78 5%	93 6%	47 5%	78 7%	250 6%	62 5%
Finance and insurance	320 5%	184 6%	88 6%	96 6%	47 5%	98 8% bc	268 6% c	37 3%
Business administration and support services	367 6%	192 6%	103 7%	89 6%	56 6%	73 6%	252 6%	88 7%

Ethics at Work survey 2018 - Global research

D4. Which of the following sectors do you work in?

BASE: All respondents

	Total	Employer support				Employer provision of information		
		Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	c	d	a	b	c
Unweighted Total	6119	3103	1491	1612	939	1157	4319	1262
Weighted Total	6119	3114	1499	1615	936	1162	4325	1257
	100%	100%	100%	100%	100%	100%	100%	100%
Professional, scientific and technical	533 9%	269 9%	132 9%	137 8%	70 8%	98 8%	379 9%	121 10%
Public administration and defence	516 8%	259 8%	118 8%	140 9%	103 11% ab	98 8%	385 9% c	82 7%
Education	534 9%	270 9% d	126 8%	145 9% d	60 6%	90 8%	377 9%	100 8%
Health	638 10%	318 10%	148 10%	170 11%	106 11%	141 12% c	495 11% c	94 8%
Arts, entertainment, recreation and other services	413 7%	199 6%	98 7%	101 6%	70 7%	59 5%	256 6%	111 9% ab
Net: Manufacturing, Wholesale and Production	1507 25%	754 24%	368 25%	385 24%	238 25%	263 23%	1003 23%	356 28% ab
Net: Retail and Sales	671 11%	345 11%	171 11%	174 11%	99 11%	117 10%	467 11%	144 11%
Net: Recreation and Other Services	691 11%	352 11%	166 11%	186 12%	110 12%	105 9%	448 10%	173 14% ab
Net: Finance, Business and Professional Services	1220 20%	645 21%	323 22%	321 20%	173 19%	269 23% c	899 21%	246 20%
Net: Public Services inc. Education and Health	1688 28%	847 27%	392 26%	455 28%	269 29%	329 28% c	1257 29% c	276 22%
Net: Information and Communication	342 6%	171 6%	78 5%	93 6%	47 5%	78 7%	250 6%	62 5%

Ethics at Work survey 2018 - Global research

D5. Which of the following sectors do you work in?

BASE: All respondents

	Country								Gender			Age				Working status	
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
Significance Level: 95%																	
Unweighted Total	6119	754	762	784	768	775	756	764	3256	2834	29	1804	3127	1184	4	4905	1214
Weighted Total	6119	754	762	784	768	775	756	764	3268	2822	29	1786	3178	1151	4	4914	1205
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Public sector	1908	247	248	243	198	210	174	288	841	1053	14	641	922	344	1	1502	407
	31%	33%	33%	31%	26%	27%	23%	38%	26%	37%	48%	36%	29%	30%	25%	31%	34%
		def	def	df				abcdef		a		bc					a
Private sector	4102	497	500	515	558	560	575	449	2379	1711	12	1119	2206	776	2	3342	760
	67%	66%	66%	66%	73%	72%	76%	59%	73%	61%	42%	63%	69%	67%	50%	68%	63%
		gh	gh	gh	abcgh	abcgh	abcgh		b				a	a		b	
Third / voluntary sector	108	10	14	26	12	5	8	19	47	58	3	26	50	31	1	70	38
	2%	1%	2%	3%	2%	1%	1%	3%	1%	2%	10%	1%	2%	3%	25%	1%	3%
			e	ade				ef						ab			a

Ethics at Work survey 2018 - Global research

D5. Which of the following sectors do you work in?

BASE: All respondents

Significance Level: 95%

Unweighted Total

Weighted Total

Public sector

Private sector

Third / voluntary sector

	Public-Private sector		Seniority		People Manager		Sector					
Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
	a	b	a	b	a	b	a	b	c	d	e	f
6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1908	1908	-	449	1459	903	1006	241	175	159	153	1134	45
31%	95% b	-	24%	34% a	29%	33% a	16% d	26% adf	23% adf	13%	67% abcdf	13%
4102	-	4102	1376	2726	2103	2000	1257	488	505	1047	515	290
67%	-	100% a	74% b	64% a	68% b	66% a	83% bce	73% e	73% e	86% bce	30% a	85% bce
108	108	-	47	61	67	41	9	8	28	19	39	6
2%	5% b	-	3% b	1%	2% b	1%	1%	1%	4% abde	2% a	2% a	2% a

Ethics at Work survey 2018 - Global research

D5. Which of the following sectors do you work in?

BASE: All respondents

		Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
	Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
Significance Level: 95%		a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
Unweighted Total	6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106
Weighted Total	6119	445	2028	1227	1555	864	3254	2419	1852	3617	650	964	4777	1401	3873	1669	107
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Public sector	1908	57	425	388	606	433	812	1039	623	1060	225	342	1437	455	1163	518	40
	31%	13%	21%	32%	39%	50%	25%	43%	34%	29%	35%	35%	30%	33%	30%	31%	37%
		a	abf	abcf	abcf	abcf	ab	abcf	b		b	b					
Private sector	4102	375	1553	820	928	426	2373	1354	1198	2487	418	609	3255	924	2639	1118	64
	67%	84%	77%	67%	60%	49%	73%	56%	65%	69%	64%	63%	68%	66%	68%	67%	60%
		bcdefg	cdefg	deg	eg		cdeg	e		ac			a				
Third / voluntary sector	108	13	50	19	22	5	69	26	31	70	7	14	85	21	72	34	3
	2%	3%	2%	2%	1%	1%	2%	1%	2%	2%	1%	1%	2%	2%	2%	2%	3%
		deg	deg	e			eg										

Ethics at Work survey 2018 - Global research

D5. Which of the following sectors do you work in?

BASE: All respondents

Significance Level: 95%

Unweighted Total

Weighted Total

Public sector

Private sector

Third / voluntary sector

	Employer support				Employer provision of information		
Total	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
	a	b	c	d	a	b	c
6119	3103	1491	1612	939	1157	4319	1262
6119	3114	1499	1615	936	1162	4325	1257
100%	100%	100%	100%	100%	100%	100%	100%
1908	934	423	510	307	398	1498	242
31%	30%	28%	32% b	33% b	34% c	35% c	19%
4102	2116	1040	1076	618	746	2743	1000
67%	68%	69%	67%	66%	64%	63%	80% ab
108	65	35	29	12	18	84	15
2%	2%	2%	2%	1%	2%	2%	1%

Ethics at Work survey 2018 - Global research

D6. How many people are employed by your company?

BASE: All respondents

	Country								Gender			Age				Working status	
											I identify in another way/ Prefer not to say						
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
6119	754	762	784	768	775	756	756	764	3256	2834	29	1804	3127	1184	4	4905	1214
6119	754	762	784	768	775	756	756	764	3268	2822	29	1786	3178	1151	4	4914	1205
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
445	45	44	54	85	52	67	40	58	260	184	1	65	216	164	-	294	152
7%	6%	6%	7%	11%	7%	9%	5%	8%	8%	7%	3%	4%	7%	14%	-	6%	13%
				abcegh		abg			b				a	ab			a
963	94	95	109	163	161	125	142	73	499	457	7	286	465	210	2	678	285
16%	13%	13%	14%	21%	21%	17%	19%	10%	15%	16%	25%	16%	15%	18%	50%	14%	24%
			h	abcfh	abcfh	abh	abch							b			a
1065	122	131	149	127	120	128	163	124	512	550	2	384	518	161	1	819	245
17%	16%	17%	19%	17%	15%	17%	22%	16%	16%	19%	7%	21%	16%	14%	26%	17%	20%
							abdefh		a			bc					a
588	80	79	63	87	58	81	71	68	314	270	4	199	298	90	-	479	109
10%	11%	10%	8%	11%	8%	11%	9%	9%	10%	10%	14%	11%	9%	8%	-	10%	9%
	e	e		ce		e						bc					
639	79	81	69	71	84	83	78	94	332	305	2	187	338	115	-	529	110
10%	10%	11%	9%	9%	11%	11%	10%	12%	10%	11%	7%	10%	11%	10%	-	11%	9%
								c									
505	62	79	57	54	71	56	73	54	265	237	3	141	282	82	-	432	72
8%	8%	10%	7%	7%	9%	7%	10%	7%	8%	8%	10%	8%	9%	7%	-	9%	6%
		cdfh														b	
418	69	63	56	40	60	51	38	41	229	188	2	128	212	78	-	366	52
7%	9%	8%	7%	5%	8%	7%	5%	5%	7%	7%	6%	7%	7%	7%	-	7%	4%
	dgh	dgh			dg											b	
632	84	83	99	52	81	68	62	103	365	265	3	161	372	98	1	556	76
10%	11%	11%	13%	7%	10%	9%	8%	13%	11%	9%	10%	9%	12%	8%	24%	11%	6%
	d	d	dfg		d		dfg		b				ac			b	
251	29	23	41	22	35	23	29	49	127	122	1	68	133	50	-	214	37
4%	4%	3%	5%	3%	5%	3%	4%	6%	4%	4%	3%	4%	4%	4%	-	4%	3%
			bdf				abdfg									b	
613	90	84	87	66	53	74	59	99	363	246	4	167	343	103	-	547	66
10%	12%	11%	11%	9%	7%	10%	8%	13%	11%	9%	14%	9%	11%	9%	-	11%	5%
	deg	eg	eg			e	defg		b							b	
445	45	44	54	85	52	67	40	58	260	184	1	65	216	164	-	294	152
7%	6%	6%	7%	11%	7%	9%	5%	8%	8%	7%	3%	4%	7%	14%	-	6%	13%
				abcegh		abg			b				a	ab			a
2028	217	226	258	291	280	253	306	197	1012	1007	9	670	983	371	3	1498	530
33%	29%	30%	33%	38%	36%	33%	40%	26%	31%	36%	32%	38%	31%	32%	76%	30%	44%
			h	abch	abh	ah	abcfh		a			bc					a

Ethics at Work survey 2018 - Global research

D6. How many people are employed by your company?

BASE: All respondents

	Country								Gender			Age				Working status	
											I identify in another way/ Prefer not to say						
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
Significance Level: 95%																	
Unweighted Total	6119	754	762	784	768	775	756	764	3256	2834	29	1804	3127	1184	4	4905	1214
Weighted Total	6119	754	762	784	768	775	756	764	3268	2822	29	1786	3178	1151	4	4914	1205
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Net: Medium	1227	159	160	132	158	142	164	149	646	575	6	386	636	205	-	1008	219
	20%	21%	21%	17%	21%	18%	22%	20%	20%	20%	21%	22%	20%	18%	-	21%	18%
		c	c				c					c					
Net: Large	1555	214	225	212	146	212	175	173	859	689	8	430	867	257	1	1354	201
	25%	28%	29%	27%	19%	27%	23%	23%	26%	24%	26%	24%	27%	22%	24%	28%	17%
		dfg	dfg	d		dg	d	d					ac			b	
Net: Very large	864	119	107	128	88	89	97	88	491	368	5	235	476	153	-	761	103
	14%	16%	14%	16%	11%	11%	13%	12%	15%	13%	17%	13%	15%	13%	-	15%	9%
		deg		defg				bdefg	b							b	
Net: SME	3254	375	387	389	448	423	417	455	1658	1581	15	1056	1619	577	3	2505	749
	53%	50%	51%	50%	58%	55%	55%	60%	51%	56%	53%	59%	51%	50%	76%	51%	62%
				abch	h	ach	abcefh			a		bc				a	
Net: Large	2419	333	331	340	234	301	272	261	1350	1057	13	665	1343	410	1	2115	304
	40%	44%	43%	43%	30%	39%	36%	35%	41%	37%	43%	37%	42%	36%	24%	43%	25%
		defg	dfg	dfg		d	d	defg	b				ac			b	

Ethics at Work survey 2018 - Global research

D6. How many people are employed by your company?

BASE: All respondents

Significance Level: 95%		Public-Private sector		Seniority		People Manager		Sector					
								Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
	Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager						
		a	b	a	b	a	b	a	b	c	d	e	f
Unweighted Total	6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
Weighted Total	6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
0-sole trader	445	70	375	297	148	69	377	86	73	104	105	54	24
	7%	3%	9%	16%	3%	2%	12%	6%	11%	15%	9%	3%	7%
			a	b		a		e	aef	abdef	ae		e
1-9	963	153	810	333	630	536	427	248	150	157	227	147	34
	16%	8%	20%	18%	15%	17%	14%	16%	22%	23%	19%	9%	10%
			a	b		b		ef	adef	adef	ef		
10-49	1065	322	743	280	785	583	482	291	127	164	183	242	58
	17%	16%	18%	15%	18%	19%	16%	19%	19%	24%	15%	14%	17%
			a		a	b		de	de	abdef			
50-99	588	193	395	171	416	346	241	159	57	75	81	181	35
	10%	10%	10%	9%	10%	11%	8%	11%	8%	11%	7%	11%	10%
						b		d		d		d	d
100-249	639	214	425	155	484	328	311	165	46	58	125	208	37
	10%	11%	10%	8%	11%	11%	10%	11%	7%	8%	10%	12%	11%
					a			b			b	bc	b
250-499	505	175	330	145	360	283	222	134	42	35	114	155	24
	8%	9%	8%	8%	8%	9%	7%	9%	6%	5%	9%	9%	7%
						b		bc			bc	bc	
500-999	418	158	260	121	297	219	199	120	25	28	87	133	27
	7%	8%	6%	6%	7%	7%	7%	8%	4%	4%	7%	8%	8%
		b						bc			bc	bc	bc
1,000-4,999	632	294	338	160	473	315	317	118	58	35	135	243	44
	10%	15%	8%	9%	11%	10%	10%	8%	9%	5%	11%	14%	13%
		b			a			c	c		ac	abcd	abc
5,000-9,999	251	130	120	73	178	119	132	45	40	15	51	90	10
	4%	6%	3%	4%	4%	4%	4%	3%	6%	2%	4%	5%	3%
		b							acf		c	ac	
10,000+	613	308	305	136	477	275	338	141	55	21	113	236	48
	10%	15%	7%	7%	11%	9%	11%	9%	8%	3%	9%	14%	14%
		b			a		a	c	c		c	abcd	abcd
Net: Sole trader	445	70	375	297	148	69	377	86	73	104	105	54	24
	7%	3%	9%	16%	3%	2%	12%	6%	11%	15%	9%	3%	7%
			a	b		a		e	aef	abdef	ae		e

Ethics at Work survey 2018 - Global research

D6. How many people are employed by your company?

BASE: All respondents

Significance Level: 95%		Public-Private sector		Seniority		People Manager		Sector					
	Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
		a	b	a	b	a	b	a	b	c	d	e	f
Unweighted Total	6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
Weighted Total	6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Net: Small	2028	474	1553	613	1415	1119	909	539	277	321	410	389	92
	33%	24%	38%	33%	33%	36%	30%	36%	41%	46%	34%	23%	27%
			a			b		ef	adef	adef	ef		
Net: Medium	1227	407	820	326	900	674	552	324	102	133	206	389	73
	20%	20%	20%	17%	21%	22%	18%	22%	15%	19%	17%	23%	21%
					a	b		bd				bcd	b
Net: Large	1555	627	928	426	1129	817	738	372	124	98	336	531	95
	25%	31%	23%	23%	27%	27%	24%	25%	18%	14%	28%	31%	28%
		b			a	b		bc	c		bc	abcd	bc
Net: Very large	864	438	426	209	655	393	470	186	94	36	164	326	58
	14%	22%	10%	11%	15%	13%	15%	12%	14%	5%	13%	19%	17%
		b			a		a	c	c		c	abcd	ac
Net: SME	3254	881	2373	939	2315	1793	1462	863	379	454	616	778	165
	53%	44%	58%	50%	55%	58%	48%	57%	57%	66%	50%	46%	48%
			a		a	b		def	def	abdef	e		
Net: Large	2419	1065	1354	635	1784	1211	1209	558	218	134	500	857	153
	40%	53%	33%	34%	42%	39%	40%	37%	33%	19%	41%	51%	45%
		b			a			bc	c		abc	abcdf	abc

Ethics at Work survey 2018 - Global research

D6. How many people are employed by your company?

BASE: All respondents

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106
6119	445	2028	1227	1555	864	3254	2419	1852	3617	650	964	4777	1401	3873	1669	107
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
445	445	-	-	-	-	-	-	46	352	47	47	371	86	290	147	4
7%	100%	-	-	-	-	-	-	2%	10%	7%	5%	8%	6%	7%	9%	4%
	bcdefg								ac	a		a				
963	-	963	-	-	-	963	-	201	678	84	135	778	229	615	273	15
16%	-	47%	-	-	-	30%	-	11%	19%	13%	14%	16%	16%	16%	16%	14%
		acdefg				acdeg			ac							
1065	-	1065	-	-	-	1065	-	346	603	115	167	821	246	675	267	19
17%	-	53%	-	-	-	33%	-	19%	17%	18%	17%	17%	18%	17%	16%	18%
		acdefg				acdeg										
588	-	-	588	-	-	588	-	190	335	63	95	453	147	373	140	14
10%	-	-	48%	-	-	18%	-	10%	9%	10%	10%	9%	11%	10%	8%	13%
			abdefg			abdeg										
639	-	-	639	-	-	639	-	209	357	72	106	496	150	405	176	13
10%	-	-	52%	-	-	20%	-	11%	10%	11%	11%	10%	11%	10%	11%	12%
			abdefg			abdeg										
505	-	-	-	505	-	-	505	186	267	52	92	384	137	303	142	16
8%	-	-	-	32%	-	-	21%	10%	7%	8%	10%	8%	10%	8%	8%	15%
				abcefg			abcef	b					b			a
418	-	-	-	418	-	-	418	130	230	58	71	326	97	262	117	11
7%	-	-	-	27%	-	-	17%	7%	6%	9%	7%	7%	7%	7%	7%	10%
				abcefg			abcef			b						
632	-	-	-	632	-	-	632	237	339	56	116	475	127	421	171	3
10%	-	-	-	41%	-	-	26%	13%	9%	9%	12%	10%	9%	11%	10%	3%
				abcefg			abcef	bc			b				b	
251	-	-	-	-	251	-	251	90	135	25	44	193	50	157	70	4
4%	-	-	-	-	29%	-	10%	5%	4%	4%	5%	4%	4%	4%	4%	4%
					abcdfg		abcdf	b								
613	-	-	-	-	613	-	613	216	321	77	91	479	131	371	167	8
10%	-	-	-	-	71%	-	25%	12%	9%	12%	9%	10%	9%	10%	10%	8%
					abcdfg		abcdf	b		b						
445	445	-	-	-	-	-	-	46	352	47	47	371	86	290	147	4
7%	100%	-	-	-	-	-	-	2%	10%	7%	5%	8%	6%	7%	9%	4%
	bcdefg								ac	a		a				

Ethics at Work survey 2018 - Global research

D6. How many people are employed by your company?

BASE: All respondents

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics		
							Net: Large/ very large (250+)										
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)		Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical	
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b	
6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106	
6119	445	2028	1227	1555	864	3254	2419	1852	3617	650	964	4777	1401	3873	1669	107	
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
2028	-	2028	-	-	-	2028	-	547	1281	200	302	1598	475	1290	540	34	
33%	-	100%	-	-	-	62%	-	30%	35%	31%	31%	33%	34%	33%	32%	32%	
		acdefg				acdeg			ac								
1227	-	-	1227	-	-	1227	-	399	692	135	201	949	298	779	316	27	
20%	-	-	100%	-	-	38%	-	22%	19%	21%	21%	20%	21%	20%	19%	25%	
			abdefg			abdeg			b								
1555	-	-	-	1555	-	-	1555	554	836	166	279	1186	361	987	430	29	
25%	-	-	-	100%	-	-	64%	30%	23%	26%	29%	25%	26%	25%	26%	27%	
				abcefg			abcef	bc			b						
864	-	-	-	-	864	-	864	306	456	102	135	672	182	528	237	12	
14%	-	-	-	-	100%	-	36%	17%	13%	16%	14%	14%	13%	14%	14%	11%	
					abcdfg		abcdf	b		b							
3254	-	2028	1227	-	-	3254	-	946	1973	335	503	2548	773	2069	856	61	
53%	-	100%	100%	-	-	100%	-	51%	55%	52%	52%	53%	55%	53%	51%	57%	
		adeg	adeg			adeg			a								
2419	-	-	-	1555	864	-	2419	860	1292	268	414	1858	542	1515	667	42	
40%	-	-	-	100%	100%	-	100%	46%	36%	41%	43%	39%	39%	39%	40%	39%	
				abcf	abcf		abcf	bc		b	b						

Ethics at Work survey 2018 - Global research

D6. How many people are employed by your company?

BASE: All respondents

Significance Level: 95%

Unweighted Total

Weighted Total

0-sole trader

1-9

10-49

50-99

100-249

250-499

500-999

1,000-4,999

5,000-9,999

10,000+

Net: Sole trader

Net: Small

Net: Medium

	Total	Employer support				Employer provision of information		
		Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
		a	b	c	d	a	b	c
Unweighted Total	6119	3103	1491	1612	939	1157	4319	1262
Weighted Total	6119	3114	1499	1615	936	1162	4325	1257
	100%	100%	100%	100%	100%	100%	100%	100%
0-sole trader	445	191	100	92	38	40	197	197
	7%	6%	7%	6%	4%	3%	5%	16%
		d	d					ab
1-9	963	527	271	256	130	101	527	338
	16%	17%	18%	16%	14%	9%	12%	27%
		d	d				a	ab
10-49	1065	519	235	285	169	120	687	269
	17%	17%	16%	18%	18%	10%	16%	21%
							a	ab
50-99	588	306	144	162	98	95	415	116
	10%	10%	10%	10%	10%	8%	10%	9%
100-249	639	315	160	155	107	130	489	101
	10%	10%	11%	10%	11%	11%	11%	8%
						c	c	
250-499	505	273	131	142	82	98	413	59
	8%	9%	9%	9%	9%	8%	10%	5%
						c	c	
500-999	418	224	107	117	63	111	332	43
	7%	7%	7%	7%	7%	10%	8%	3%
						bc	c	
1,000-4,999	632	325	152	174	109	169	529	62
	10%	10%	10%	11%	12%	15%	12%	5%
						bc	c	
5,000-9,999	251	122	54	68	38	71	212	24
	4%	4%	4%	4%	4%	6%	5%	2%
						c	c	
10,000+	613	311	147	165	102	227	524	48
	10%	10%	10%	10%	11%	20%	12%	4%
						bc	c	
Net: Sole trader	445	191	100	92	38	40	197	197
	7%	6%	7%	6%	4%	3%	5%	16%
		d	d					ab
Net: Small	2028	1046	505	541	299	221	1214	607
	33%	34%	34%	33%	32%	19%	28%	48%
							a	ab
Net: Medium	1227	621	304	317	205	225	904	217
	20%	20%	20%	20%	22%	19%	21%	17%
							c	

Ethics at Work survey 2018 - Global research

D6. How many people are employed by your company?

BASE: All respondents

Significance Level: 95%

Unweighted Total

Weighted Total

Net: Large

Net: Very large

Net: SME

Net: Large

	Total	Employer support				Employer provision of information		
		Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
		a	b	c	d	a	b	c
Unweighted Total	6119	3103	1491	1612	939	1157	4319	1262
Weighted Total	6119	3114	1499	1615	936	1162	4325	1257
	100%	100%	100%	100%	100%	100%	100%	100%
Net: Large	1555	822	390	433	254	377	1274	164
	25%	26%	26%	27%	27%	32% bc	29% c	13%
Net: Very large	864	433	201	233	140	298	736	72
	14%	14%	13%	14%	15%	26% bc	17% c	6%
Net: SME	3254	1668	809	858	504	446	2118	823
	53%	54%	54%	53%	54%	38%	49% a	65% ab
Net: Large	2419	1255	590	665	394	675	2010	237
	40%	40%	39%	41%	42%	58% bc	46% c	19%

Ethics at Work survey 2018 - Global research

D7. Which of the following best represents your level of seniority?

BASE: All respondents

	Country								Gender			Age				Working status	
											I identify in another way/ Prefer not to say						
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
Significance Level: 95%																	
Unweighted Total	6119	754	762	784	768	775	756	764	3256	2834	29	1804	3127	1184	4	4905	1214
Weighted Total	6119	754	762	784	768	775	756	764	3268	2822	29	1786	3178	1151	4	4914	1205
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Managerial or above	1872	264	171	295	220	219	212	178	1251	610	10	444	991	436	1	1658	214
	31%	35%	22%	38%	29%	28%	28%	24%	38%	22%	35%	25%	31%	38%	26%	34%	18%
		bdefg		bdefg	bg	bg	bg	abdefg	b				a	ab		b	
Non-managerial	4247	490	591	489	548	556	544	578	2016	2212	19	1342	2187	715	3	3256	991
	69%	65%	78%	62%	71%	72%	72%	76%	62%	78%	65%	75%	69%	62%	74%	66%	82%
	h	acdefh		ach	ach	ach	acdefh			a		bc	c				a

Ethics at Work survey 2018 - Global research

D7. Which of the following best represents your level of seniority?

BASE: All respondents

Significance Level: 95%		Public-Private sector		Seniority		People Manager		Sector					
								Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
	Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager						
		a	b	a	b	a	b	a	b	c	d	e	f
Unweighted Total	6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
Weighted Total	6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Managerial or above	1872	496	1376	1872	-	1492	379	448	216	214	459	409	127
	31%	25%	34%	100%	-	49%	12%	30%	32%	31%	38%	24%	37%
			a	b		b		e	e	e	abce		ace
Non-managerial	4247	1521	2726	-	4247	1580	2667	1058	455	478	762	1280	215
	69%	75%	66%	-	100%	51%	88%	70%	68%	69%	62%	76%	63%
		b			a		a	df	d	df		abcdf	

Ethics at Work survey 2018 - Global research

D7. Which of the following best represents your level of seniority?

BASE: All respondents

		Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
	Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
Significance Level: 95%		a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
Unweighted Total	6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106
Weighted Total	6119	445	2028	1227	1555	864	3254	2419	1852	3617	650	964	4777	1401	3873	1669	107
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Managerial or above	1872	297	613	326	426	209	939	635	627	1132	113	369	1427	578	1132	518	63
	31%	67%	30%	27%	27%	24%	29%	26%	34%	31%	17%	38%	30%	41%	29%	31%	59%
		bcdefg	ceg				eg		c	c		b		b		a	
Non-managerial	4247	148	1415	900	1129	655	2315	1784	1225	2486	537	595	3349	823	2742	1151	44
	69%	33%	70%	73%	73%	76%	71%	74%	66%	69%	83%	62%	70%	59%	71%	69%	41%
			a	ab	a	abf	a	abf			ab		a		a	b	

Ethics at Work survey 2018 - Global research

D7. Which of the following best represents your level of seniority?

BASE: All respondents

Significance Level: 95%

Unweighted Total

Weighted Total

Managerial or above

Non-managerial

Total	Employer support				Employer provision of information		
	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
	a	b	c	d	a	b	c
6119	3103	1491	1612	939	1157	4319	1262
6119	3114	1499	1615	936	1162	4325	1257
100%	100%	100%	100%	100%	100%	100%	100%
1872	1091	581	510	232	402	1375	408
31%	35%	39%	32%	25%	35%	32%	32%
	cd	acd	d				
4247	2024	918	1106	704	760	2950	849
69%	65%	61%	68%	75%	65%	68%	68%
	b		ab	abc			

Ethics at Work survey 2018 - Global research

D8. How many people, if any, do you have management responsibility for day-to-day?

BASE: All respondents

	Country								Gender			Age				Working status	
											I identify in another way/ Prefer not to say						
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
6119	754	762	784	768	775	756	756	764	3256	2834	29	1804	3127	1184	4	4905	1214
6119	754	762	784	768	775	756	756	764	3268	2822	29	1786	3178	1151	4	4914	1205
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
3047	391	359	400	318	409	403	384	382	1389	1653	5	893	1546	607	1	2251	796
50%	52%	47%	51%	41%	53%	53%	51%	50%	43%	59%	17%	50%	49%	53%	24%	46%	66%
	d	d	d		bd	bd	d	d		a				b			a
1775	199	192	235	272	246	191	252	189	1019	742	15	545	912	315	3	1476	299
29%	26%	25%	30%	35%	32%	25%	33%	25%	31%	26%	51%	31%	29%	27%	76%	30%	25%
			bfb	abcfh	abfh		abfh		b							b	
529	70	72	57	84	49	71	57	69	342	183	4	145	276	107	-	480	50
9%	9%	9%	7%	11%	6%	9%	8%	9%	10%	6%	14%	8%	9%	9%	-	10%	4%
	e	e		ceg		e		e	b							b	
245	43	45	22	29	22	30	22	33	177	66	1	79	131	35	-	225	20
4%	6%	6%	3%	4%	3%	4%	3%	4%	5%	2%	4%	4%	4%	3%	-	5%	2%
	ceg	ceg							b							b	
190	18	38	14	23	20	26	20	32	121	68	1	56	108	26	-	173	17
3%	2%	5%	2%	3%	3%	3%	3%	4%	4%	2%	3%	3%	3%	2%	-	4%	1%
			acdeg			c		c	b							b	
333	33	56	56	42	29	36	21	60	219	111	3	68	205	60	-	309	24
5%	4%	7%	7%	5%	4%	5%	3%	8%	7%	4%	11%	4%	6%	5%	-	6%	2%
		aefg	aeg	g		g	aefg		b				a			b	
2304	269	263	292	356	295	262	309	258	1361	925	19	691	1188	422	3	1956	349
38%	36%	35%	37%	46%	38%	35%	41%	34%	42%	33%	65%	39%	37%	37%	76%	40%	29%
				abcefg			abfh		b							b	
768	94	139	91	94	70	92	63	124	517	245	5	203	444	121	-	707	61
13%	12%	18%	12%	12%	9%	12%	8%	16%	16%	9%	18%	11%	14%	11%	-	14%	5%
	eg	acdefg	g	eg		g	acdefg		b				ac			b	

Ethics at Work survey 2018 - Global research

D8. How many people, if any, do you have management responsibility for day-to-day?

BASE: All respondents

		Public-Private sector		Seniority		People Manager		Sector					
		Public or third sector	Private			People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
	Total			Manager	Non-manager								
Significance Level: 95%		a	b	a	b	a	b	a	b	c	d	e	f
Unweighted Total	6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
Weighted Total	6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
0 people	3047	1047	2000	379	2667	-	3047	707	356	360	563	892	168
	50%	52%	49%	20%	63%	-	100%	47%	53%	52%	46%	53%	49%
		b	a		a		a		ad	ad		ad	
1–5 people	1775	525	1251	659	1116	1775	-	438	198	218	388	443	89
	29%	26%	30%	35%	26%	58%	-	29%	30%	32%	32%	26%	26%
			a	b		b				e	ef		
6–10 people	529	175	354	308	221	529	-	134	56	55	113	139	32
	9%	9%	9%	16%	5%	17%	-	9%	8%	8%	9%	8%	9%
				b		b							
11–15 people	245	78	167	160	85	245	-	77	15	22	60	48	23
	4%	4%	4%	9%	2%	8%	-	5%	2%	3%	5%	3%	7%
				b		b		be			be		bce
16–20 people	190	72	118	121	69	190	-	53	12	19	37	61	8
	3%	4%	3%	6%	2%	6%	-	4%	2%	3%	3%	4%	2%
				b		b		b				b	
21+ people	333	119	213	244	89	333	-	97	34	16	59	105	22
	5%	6%	5%	13%	2%	11%	-	6%	5%	2%	5%	6%	6%
				b		b		c	c		c	c	c
Net: 1-10	2304	700	1605	967	1337	2304	-	573	254	274	501	582	121
	38%	35%	39%	52%	31%	75%	-	38%	38%	40%	41%	34%	35%
			a	b		b		e		e	e		
Net: 11+	768	270	498	525	243	768	-	227	61	57	156	214	52
	13%	13%	12%	28%	6%	25%	-	15%	9%	8%	13%	13%	15%
				b		b		bc			bc	bc	bc

Ethics at Work survey 2018 - Global research

D8. How many people, if any, do you have management responsibility for day-to-day?

BASE: All respondents

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics		
							Net: Large/ very large (250+)										
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)		Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical	
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b	
6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106	
6119	445	2028	1227	1555	864	3254	2419	1852	3617	650	964	4777	1401	3873	1669	107	
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
3047	377	909	552	738	470	1462	1209	754	1881	412	356	2458	488	1994	832	21	
50%	85%	45%	45%	47%	54%	45%	50%	41%	52%	63%	37%	51%	35%	51%	50%	20%	
	bcdefg				bcdfg		bcf		a	ab		a		a	b		
1775	66	844	328	354	183	1173	537	574	1048	154	312	1376	461	1127	484	34	
29%	15%	42%	27%	23%	21%	36%	22%	31%	29%	24%	32%	29%	33%	29%	29%	32%	
		acdefg	adeg	a	a	acdeg	a	c	c		b		b				
529	-	157	159	149	64	316	213	182	312	35	113	386	177	313	129	22	
9%	-	8%	13%	10%	7%	10%	9%	10%	9%	5%	12%	8%	13%	8%	8%	20%	
	a	abdefg	a	a	a	abe	a	c	c		b		b		a		
245	2	42	66	103	32	107	136	109	120	16	63	175	88	139	72	9	
4%	*	2%	5%	7%	4%	3%	6%	6%	3%	2%	7%	4%	6%	4%	4%	9%	
	a	abf	abef	ab	ab	ab	abef	bc			b		b		a		
190	-	33	46	82	29	79	111	87	89	14	55	127	70	110	52	6	
3%	-	2%	4%	5%	3%	2%	5%	5%	2%	2%	6%	3%	5%	3%	3%	6%	
	a	abf	abef	ab	a	abf	abf	bc			b		b				
333	1	42	75	129	85	118	214	146	167	20	66	255	117	190	101	15	
5%	*	2%	6%	8%	10%	4%	9%	8%	5%	3%	7%	5%	8%	5%	6%	14%	
	a	abf	abcf	abcf	ab	abcf	abcf	bc			b		b		a		
2304	66	1001	487	503	247	1489	750	756	1360	189	425	1761	638	1440	612	55	
38%	15%	49%	40%	32%	29%	46%	31%	41%	38%	29%	44%	37%	46%	37%	37%	52%	
	acdefg	adeg	a	a	a	acdeg	a	bc	c		b		b		a		
768	3	117	187	314	146	304	461	342	377	49	184	558	275	440	225	30	
13%	1%	6%	15%	20%	17%	9%	19%	18%	10%	8%	19%	12%	20%	11%	13%	28%	
	a	abf	abcef	abf	ab	abcf	abcf	bc	c		b		b		a		

Ethics at Work survey 2018 - Global research

D8. How many people, if any, do you have management responsibility for day-to-day?

BASE: All respondents

Significance Level: 95%

Unweighted Total

Weighted Total

0 people

1–5 people

6–10 people

11–15 people

16–20 people

21+ people

Net: 1-10

Net: 11+

	Total	Employer support				Employer provision of information		
		Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
		a	b	c	d	a	b	c
Unweighted Total	6119	3103	1491	1612	939	1157	4319	1262
Weighted Total	6119	3114	1499	1615	936	1162	4325	1257
	100%	100%	100%	100%	100%	100%	100%	100%
0 people	3047 50%	1356 44% b	598 40%	758 47% ab	508 54% abc	490 42%	1956 45%	730 58% ab
1–5 people	1775 29%	956 31%	469 31%	487 30%	266 28%	325 28%	1293 30%	366 29%
6–10 people	529 9%	317 10% d	164 11% d	152 9% d	62 7%	125 11% c	425 10% c	77 6%
11–15 people	245 4%	150 5% d	75 5% d	75 5%	31 3%	54 5% c	208 5% c	35 3%
16–20 people	190 3%	119 4% d	62 4% d	57 4%	23 2%	51 4% c	159 4% c	20 2%
21+ people	333 5%	216 7% cd	130 9% acd	86 5%	46 5%	116 10% bc	284 7% c	30 2%
Net: 1-10	2304 38%	1273 41% d	634 42% d	639 40% d	328 35%	450 39%	1718 40% c	443 35%
Net: 11+	768 13%	485 16% d	267 18% cd	218 13% d	100 11%	222 19% bc	651 15% c	85 7%

Ethics at Work survey 2018 - Global research

Q1 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Summary Table

BASE: All respondents

Statements									
	Taking pencils and pens from work	Posting personal mail from work (e.g. letters or parcels)	Making personal phone calls from work	Using the internet for personal use during working hours	Using company petrol for personal mileage	Charging personal entertainment to expenses	Pretending to be sick to take the day off	Minor fiddling / exaggeration of travel expenses	Favouring family or friends when recruiting or awarding contracts
	a	b	c	d	e	f	g	h	i
Significance Level: 95%									
Unweighted Total	6119	6119	6119	6119	6119	6119	6119	6119	6119
Weighted Total	6119	6119	6119	6119	6119	6119	6119	6119	6119
	100%	100%	100%	100%	100%	100%	100%	100%	100%
Totally acceptable	(4.0)	348	401	536	518	223	177	168	206
		6%	7%	9%	8%	4%	3%	3%	3%
		efghi	aefghi	abefghi	abefghi	fgh			gh
Fairly acceptable	(3.0)	1414	1504	2367	2016	613	376	353	384
		23%	25%	39%	33%	10%	6%	6%	6%
		efghi	efghi	abdefghi	abefghi	fgh			efgh
Not very acceptable	(2.0)	2257	2130	2107	2164	1666	916	1326	1349
		37%	35%	34%	35%	27%	15%	22%	22%
		bcefgghi	efghi	efghi	efghi	fgh	f	f	efgh
Totally unacceptable	(1.0)	2018	1968	1032	1340	3489	4532	4197	4107
		33%	32%	17%	22%	57%	74%	69%	67%
		cd	cd		c	abcdi	abcdeghi	abcdei	abcdei
Don't know		82	116	77	80	129	116	75	119
		1%	2%	1%	1%	2%	2%	1%	2%
			acd			acd	acd		acd
Net: Acceptable		1762	1905	2904	2534	836	554	521	544
		29%	31%	47%	41%	14%	9%	9%	9%
		efghi	aefghi	abdefghi	abefghi	fgh			efgh
Net: Unacceptable		4275	4098	3139	3505	5155	5449	5524	5456
		70%	67%	51%	57%	84%	89%	90%	89%
		bcd	cd		c	abcdi	abcdei	abcdefghi	abcdei
Mean Score		2.02	2.06	2.40	2.28	1.59	1.37	1.42	1.43
		efghi	aefghi	abdefghi	abefghi	fgh	f	f	efgh
Standard Deviation		.894	.918	.871	.905	.818	.731	.726	.731
Standard Error		.012	.012	.011	.012	.011	.009	.009	.009
Error variance		*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q1. Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Net:

Acceptable

BASE: All respondents

	Country								Gender			Age				Working status	
											I identify in another way/ Prefer not to say						
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
6119	754	762	784	768	775	756	756	764	3256	2834	29	1804	3127	1184	4	4905	1214
6119	754	762	784	768	775	756	756	764	3268	2822	29	1786	3178	1151	4	4914	1205
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
2904	394	415	411	292	254	319	413	406	1629	1260	14	957	1490	455	2	2407	497
47%	52%	54%	52%	38%	33%	42%	55%	53%	50%	45%	48%	54%	47%	39%	50%	49%	41%
	def	def	def	e		e	def	def	b			bc	c			b	
2534	313	359	391	234	259	271	352	356	1436	1087	12	900	1297	333	4	2134	400
41%	41%	47%	50%	30%	33%	36%	47%	47%	44%	38%	41%	50%	41%	29%	100%	43%	33%
	def	adef	adef			d	adef	adef	b			bc	c			b	
1905	235	250	221	252	184	254	232	279	1055	843	8	759	906	238	2	1583	322
31%	31%	33%	28%	33%	24%	34%	31%	36%	32%	30%	27%	42%	29%	21%	51%	32%	27%
	e	ce	e	ce		ce	e	aceg	b			bc	c			b	
1762	260	257	285	141	127	156	241	295	942	807	13	777	784	199	2	1430	332
29%	34%	34%	36%	18%	16%	21%	32%	39%	29%	29%	45%	43%	25%	17%	50%	29%	28%
	def	def	def			e	def	bdefg				bc	c				
1177	224	202	63	125	72	151	206	133	646	522	9	469	540	166	3	961	217
19%	30%	27%	8%	16%	9%	20%	27%	17%	20%	19%	32%	26%	17%	14%	76%	20%	18%
	cdefh	cdefh		ce		ce	cdefh	ce				bc	c				
836	111	171	90	72	59	101	106	125	525	306	5	347	396	90	3	698	138
14%	15%	22%	11%	9%	8%	13%	14%	16%	16%	11%	17%	19%	12%	8%	76%	14%	11%
	de	acdefgh	e			de	de	cde	b			bc	c			b	
554	73	111	28	81	30	62	71	96	335	212	7	266	228	59	-	460	94
9%	10%	15%	4%	11%	4%	8%	9%	13%	10%	8%	24%	15%	7%	5%	-	9%	8%
	ce	acdefg		ce		ce	ce	cef	b			bc	c				
544	83	114	38	51	48	50	51	110	321	215	8	262	234	45	2	450	94
9%	11%	15%	5%	7%	6%	7%	7%	14%	10%	8%	29%	15%	7%	4%	51%	9%	8%
	cdefg	acdefg					acdefg		b			bc	c				
521	98	95	57	67	18	41	38	106	293	221	6	250	216	52	2	433	87
9%	13%	12%	7%	9%	2%	5%	5%	14%	9%	8%	21%	14%	7%	5%	51%	9%	7%
	cdefg	cdefg	e	efg		e	e	cdefg				bc	c				

Ethics at Work survey 2018 - Global research

Q1. Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Net:

Acceptable

BASE: All respondents

		Public-Private sector		Seniority		People Manager		Sector					
	Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
Significance Level: 95%		a	b	a	b	a	b	a	b	c	d	e	f
Unweighted Total	6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
Weighted Total	6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Making personal phone calls from work	2904 47%	911 45%	1992 49% a	942 50% b	1962 46%	1470 48%	1433 47%	726 48% bc	283 42%	298 43%	630 52% bce	769 46%	198 58% abcde
Using the internet for personal use during working hours	2534 41%	840 42%	1695 41%	773 41%	1762 41%	1293 42%	1241 41%	583 39% b	216 32%	278 40% b	548 45% abc	718 43% ab	192 56% abcde
Posting personal mail from work (e.g. letters or parcels)	1905 31%	612 30%	1293 32%	618 33% b	1287 30%	993 32% b	912 30%	461 31%	184 27%	238 34% be	395 32% be	486 29%	142 42% abcde
Taking pencils and pens from work	1762 29%	620 31% b	1142 28%	564 30%	1198 28%	940 31% b	822 27%	427 28%	190 28%	207 30%	344 28%	466 28%	127 37% abcde
Favouring family or friends when recruiting or awarding contracts	1177 19%	369 18%	808 20%	380 20%	797 19%	651 21% b	527 17%	317 21% de	149 22% de	155 22% de	197 16%	292 17%	68 20%
Using company petrol for personal mileage	836 14%	282 14%	553 13%	316 17% b	519 12%	509 17% b	327 11%	242 16% de	96 14% e	100 14% e	150 12%	178 11%	70 20% bcde
Charging personal entertainment to expenses	554 9%	221 11% b	333 8%	227 12% b	327 8%	380 12% b	173 6%	159 11% ce	60 9%	53 8%	106 9%	133 8%	42 12% cde
Minor fiddling / exaggeration of travel expenses	544 9%	227 11% b	317 8%	221 12% b	323 8%	355 12% b	189 6%	149 10% d	63 9%	65 9%	86 7%	146 9%	35 10% d

Ethics at Work survey 2018 - Global research

Q1. Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Net:

Acceptable

BASE: All respondents

Significance Level: 95%

Unweighted Total

Weighted Total

Pretending to be sick to take the day off

	Public-Private sector		Seniority		People Manager		Sector					
Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
	a	b	a	b	a	b	a	b	c	d	e	f
6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
521	203	318	194	327	328	193	148	61	60	87	130	35
9%	10%	8%	10%	8%	11%	6%	10%	9%	9%	7%	8%	10%
	b		b		b		de					

Ethics at Work survey 2018 - Global research

Q1. Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Net:

Acceptable

BASE: All respondents

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
Total	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106
6119 100%	445 100%	2028 100%	1227 100%	1555 100%	864 100%	3254 100%	2419 100%	1852 100%	3617 100%	650 100%	964 100%	4777 100%	1401 100%	3873 100%	1669 100%	107 100%
2904 47%	193 43%	939 46%	578 47%	751 48%	442 51%	1517 47%	1193 49%	844 46%	1764 49%	295 45%	439 46%	2299 48%	640 46%	1864 48%	- -	107 100%
					abf		abf		a							a
2534 41%	144 32%	810 40%	504 41%	676 43%	401 46%	1314 40%	1077 45%	752 41%	1522 42%	260 40%	426 44%	1958 41%	568 41%	1623 42%	- -	107 100%
		a	a	abf	abcf	a	abcf									a
1905 31%	129 29%	655 32%	414 34%	458 29%	249 29%	1069 33%	707 29%	594 32%	1126 31%	185 28%	348 36%	1452 30%	498 36%	1167 30%	- -	107 100%
		g	deg			deg					b		b			a
1762 29%	118 26%	537 26%	382 31%	457 29%	267 31%	919 28%	725 30%	566 31%	1017 28%	179 28%	347 36%	1309 27%	483 34%	1040 27%	- -	107 100%
			b		b		b				b		b			a
1177 19%	78 18%	424 21%	287 23%	275 18%	113 13%	711 22%	388 16%	406 22%	665 18%	106 16%	260 27%	853 18%	387 28%	651 17%	- -	107 100%
	e	deg	adeg	e		adeg	e	bc			b		b			a
836 14%	55 12%	288 14%	193 16%	211 14%	89 10%	480 15%	300 12%	288 16%	474 13%	73 11%	195 20%	592 12%	286 20%	458 12%	- -	107 100%
		e	eg	e		eg		bc			b		b			a
554 9%	28 6%	200 10%	126 10%	141 9%	60 7%	325 10%	201 8%	218 12%	294 8%	42 6%	172 18%	355 7%	233 17%	275 7%	- -	107 100%
		ae	ae			aeg		bc			b		b			a
544 9%	30 7%	157 8%	140 11%	144 9%	72 8%	298 9%	216 9%	210 11%	280 8%	54 8%	164 17%	343 7%	219 16%	278 7%	- -	107 100%
			abefg					bc			b		b			a

Ethics at Work survey 2018 - Global research

Q1. Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Net: Acceptable

BASE: All respondents

Significance Level: 95%

Unweighted Total

Weighted Total

Pretending to be sick to take the day off

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106
6119	445	2028	1227	1555	864	3254	2419	1852	3617	650	964	4777	1401	3873	1669	107
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
521	29	158	124	143	67	282	210	220	248	52	172	319	197	276	-	107
9%	6%	8%	10% ab	9%	8%	9%	9%	12% bc	7%	8%	18% b	7%	14% b	7%	-	100% a

Ethics at Work survey 2018 - Global research

Q1. Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Net: Acceptable

BASE: All respondents

	Total	Employer support				Employer provision of information		
		Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	c	d	a	b	c
Unweighted Total	6119	3103	1491	1612	939	1157	4319	1262
Weighted Total	6119	3114	1499	1615	936	1162	4325	1257
	100%	100%	100%	100%	100%	100%	100%	100%
Making personal phone calls from work	2904 47%	1407 45%	642 43%	764 47% b	489 52% abc	551 47%	2041 47%	618 49%
Using the internet for personal use during working hours	2534 41%	1188 38%	532 36%	656 41% b	449 48% abc	487 42%	1819 42%	520 41%
Posting personal mail from work (e.g. letters or parcels)	1905 31%	929 30%	438 29%	491 30%	302 32%	370 32%	1362 31%	376 30%
Taking pencils and pens from work	1762 29%	850 27%	387 26%	463 29%	281 30% b	372 32% c	1292 30% c	334 27%
Favouring family or friends when recruiting or awarding contracts	1177 19%	604 19%	280 19%	324 20%	171 18%	228 20%	842 19%	244 19%
Using company petrol for personal mileage	836 14%	422 14%	206 14%	216 13%	119 13%	187 16% c	624 14% c	144 11%
Charging personal entertainment to expenses	554 9%	302 10% d	150 10% d	152 9% d	60 6%	143 12% c	449 10% c	74 6%
Minor fiddling / exaggeration of travel expenses	544 9%	277 9%	143 10%	134 8%	81 9%	154 13% bc	435 10% c	72 6%
Pretending to be sick to take the day off	521 9%	247 8%	116 8%	131 8%	79 8%	138 12% bc	412 10% c	73 6%

Ethics at Work survey 2018 - Global research

Q1. Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Net:

Unacceptable

BASE: All respondents

	Country								Gender			Age				Working status	
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
6119	754	762	784	768	775	756	756	764	3256	2834	29	1804	3127	1184	4	4905	1214
6119	754	762	784	768	775	756	756	764	3268	2822	29	1786	3178	1151	4	4914	1205
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
5524	645	651	718	697	748	705	710	649	2940	2562	21	1508	2927	1086	2	4430	1094
90%	86%	85%	92%	91%	97%	93%	94%	85%	90%	91%	72%	84%	92%	94%	49%	90%	91%
			abh	abh	abcdfgh	abh	abdh						a	ab			
5456	661	622	733	711	709	694	688	637	2902	2535	19	1476	2895	1082	2	4378	1078
89%	88%	82%	94%	93%	92%	92%	91%	83%	89%	90%	64%	83%	91%	94%	49%	89%	89%
	bh		abh	abh	abh	abh	abh						a	ab			
5449	669	626	748	685	729	679	666	647	2882	2546	20	1470	2893	1081	4	4376	1073
89%	89%	82%	95%	89%	94%	90%	88%	85%	88%	90%	70%	82%	91%	94%	100%	89%	89%
	bh		abdfgh	bh	abdfgh	bh	b			a			a	ab			
5155	625	570	681	688	701	638	629	624	2688	2447	20	1392	2721	1040	1	4121	1034
84%	83%	75%	87%	90%	90%	84%	83%	82%	82%	87%	69%	78%	86%	90%	24%	84%	86%
	b		abgh	abfgh	abcfgh	b	b	b		a			a	ab			
4792	502	531	710	635	687	588	527	611	2553	2221	18	1261	2568	963	1	3837	955
78%	67%	70%	91%	83%	89%	78%	70%	80%	78%	79%	61%	71%	81%	84%	24%	78%	79%
			abdfgh	abfg	abdfgh	abg		abg					a	ab			
4275	482	488	488	626	641	591	503	457	2282	1979	14	976	2355	942	2	3419	857
70%	64%	64%	62%	81%	83%	78%	67%	60%	70%	70%	48%	55%	74%	82%	50%	70%	71%
				abcgh	abcfgh	abcgh	h						a	ab			
4098	495	492	553	511	578	492	509	468	2162	1917	19	979	2218	899	2	3248	850
67%	66%	65%	71%	67%	75%	65%	67%	61%	66%	68%	66%	55%	70%	78%	49%	66%	71%
			abfh	h	abdfgh		h						a	ab		a	
3505	424	392	385	528	512	475	391	397	1792	1698	14	863	1843	799	-	2717	787
57%	56%	51%	49%	69%	66%	63%	52%	52%	55%	60%	49%	48%	58%	69%	-	55%	65%
	c			abcfgh	abcgh	abcgh				a			a	ab		a	
3139	342	332	365	470	516	427	339	348	1603	1524	12	802	1654	681	2	2444	695
51%	45%	44%	47%	61%	67%	57%	45%	45%	49%	54%	41%	45%	52%	59%	50%	50%	58%
				abcgh	abcdfgh	abcgh				a			a	ab		a	

Ethics at Work survey 2018 - Global research

Q1. Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Net:

Unacceptable

BASE: All respondents

		Public-Private sector		Seniority		People Manager		Sector					
	Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
Significance Level: 95%		a	b	a	b	a	b	a	b	c	d	e	f
Unweighted Total	6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
Weighted Total	6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Pretending to be sick to take the day off	5524	1787	3737	1659	3865	2719	2805	1335	601	628	1118	1540	302
	90%	89%	91%	89%	91%	88%	92%	89%	90%	91%	92%	91%	88%
			a		a		a				a		
Minor fiddling / exaggeration of travel expenses	5456	1749	3707	1633	3823	2674	2782	1313	591	610	1121	1518	304
	89%	87%	90%	87%	90%	87%	91%	87%	88%	88%	92%	90%	89%
			a		a		a				abc	a	
Charging personal entertainment to expenses	5449	1747	3702	1626	3823	2658	2791	1312	589	625	1100	1527	296
	89%	87%	90%	87%	90%	87%	92%	87%	88%	90%	90%	90%	87%
			a		a		a			a		af	
Using company petrol for personal mileage	5155	1687	3468	1539	3616	2516	2638	1226	560	572	1053	1478	265
	84%	84%	85%	82%	85%	82%	87%	81%	84%	83%	86%	88%	78%
					a		a		f	f	acf	abcf	
Favouring family or friends when recruiting or awarding contracts	4792	1600	3192	1462	3330	2368	2424	1138	507	517	1002	1360	268
	78%	79%	78%	78%	78%	77%	80%	76%	76%	75%	82%	81%	78%
							a				abc	abc	
Taking pencils and pens from work	4275	1369	2906	1290	2985	2113	2162	1046	474	473	866	1203	212
	70%	68%	71%	69%	70%	69%	71%	69%	71%	68%	71%	71%	62%
			a					f	f	f	f	f	
Posting personal mail from work (e.g. letters or parcels)	4098	1361	2737	1234	2864	2048	2050	1009	472	436	813	1172	197
	67%	67%	67%	66%	67%	67%	67%	67%	70%	63%	67%	69%	58%
								f	cf		f	cf	
Using the internet for personal use during working hours	3505	1146	2358	1083	2422	1755	1750	891	446	406	661	952	148
	57%	57%	57%	58%	57%	57%	57%	59%	67%	59%	54%	56%	43%
								df	acdef	f	f	f	

Ethics at Work survey 2018 - Global research

Q1. Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Net: Unacceptable

BASE: All respondents

Significance Level: 95%

Unweighted Total

Weighted Total

Making personal phone calls from work

	Public-Private sector		Seniority		People Manager		Sector					
Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
	a	b	a	b	a	b	a	b	c	d	e	f
6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
3139	1078	2061	915	2224	1576	1563	758	381	381	579	899	140
51%	53%	50%	49%	52%	51%	51%	50%	57%	55%	47%	53%	41%
	b			a			f	adf	adf	f	df	

Ethics at Work survey 2018 - Global research

Q1. Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Net: Unacceptable

BASE: All respondents

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106
6119 100%	445 100%	2028 100%	1227 100%	1555 100%	864 100%	3254 100%	2419 100%	1852 100%	3617 100%	650 100%	964 100%	4777 100%	1401 100%	3873 100%	1669 100%	107 100%
5524 90%	407 91%	1845 91%	1092 89%	1393 90%	786 91%	2937 90%	2179 90%	1616 87%	3336 92%	571 88%	781 81%	4410 92%	1184 85%	3560 92%	1669 100%	- -
									ac			a		a	b	
5456 89%	402 90%	1818 90%	1067 87%	1384 89%	785 91%	2885 89%	2169 90%	1622 88%	3273 90%	561 86%	782 81%	4359 91%	1161 83%	3533 91%	1669 100%	- -
		c			c		c		ac			a		a	b	
5449 89%	410 92%	1785 88%	1084 88%	1381 89%	789 91%	2870 88%	2169 90%	1616 87%	3263 90%	570 88%	779 81%	4339 91%	1143 82%	3543 91%	1669 100%	- -
		bcd	f		bcd				a			a		a	b	
5155 84%	380 85%	1690 83%	1013 83%	1309 84%	762 88%	2703 83%	2071 86%	1540 83%	3071 85%	544 84%	757 78%	4095 86%	1095 78%	3344 86%	1669 100%	- -
					bcd		bcd					a		a	b	
4792 78%	352 79%	1543 76%	915 75%	1252 81%	729 84%	2458 76%	1982 82%	1423 77%	2863 79%	506 78%	688 71%	3816 80%	990 71%	3151 81%	1669 100%	- -
				bcd	abcd		bcd		a			a		a	b	
4275 70%	319 72%	1460 72%	835 68%	1077 69%	584 68%	2295 71%	1661 69%	1267 68%	2564 71%	444 68%	603 63%	3420 72%	899 64%	2795 72%	1669 100%	- -
		ceg										a		a	b	
4098 67%	307 69%	1333 66%	789 64%	1071 69%	598 69%	2122 65%	1669 69%	1232 67%	2439 67%	427 66%	604 63%	3251 68%	886 63%	2646 68%	1669 100%	- -
				bcd	cd		bcd					a		a	b	
3505 57%	292 66%	1196 59%	709 58%	857 55%	451 52%	1905 59%	1308 54%	1086 59%	2054 57%	365 56%	529 55%	2765 58%	821 59%	2213 57%	1669 100%	- -
	bcd	deg	eg			deg									b	

Ethics at Work survey 2018 - Global research

Q1. Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Net: Unacceptable

BASE: All respondents

Significance Level: 95%

Unweighted Total

Weighted Total

Making personal phone calls from work

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106
6119	445	2028	1227	1555	864	3254	2419	1852	3617	650	964	4777	1401	3873	1669	107
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
3139	244	1067	633	784	410	1701	1194	993	1817	329	517	2429	746	1975	1669	-
51%	55%	53%	52%	50%	47%	52%	49%	54%	50%	51%	54%	51%	53%	51%	100%	-
	eg	eg				eg		b							b	

Ethics at Work survey 2018 - Global research

Q1. Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Net: Unacceptable

BASE: All respondents

	Total	Employer support				Employer provision of information		
		Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	c	d	a	b	c
Unweighted Total	6119	3103	1491	1612	939	1157	4319	1262
Weighted Total	6119	3114	1499	1615	936	1162	4325	1257
	100%	100%	100%	100%	100%	100%	100%	100%
Pretending to be sick to take the day off	5524 90%	2841 91%	1369 91%	1472 91%	847 90%	1011 87%	3867 89% a	1181 94% ab
Minor fiddling / exaggeration of travel expenses	5456 89%	2806 90%	1341 89%	1466 91%	837 89%	991 85%	3834 89% a	1170 93% ab
Charging personal entertainment to expenses	5449 89%	2775 89%	1332 89%	1443 89%	856 91% ab	1001 86%	3805 88%	1173 93% ab
Using company petrol for personal mileage	5155 84%	2649 85%	1272 85%	1377 85%	801 86%	955 82%	3629 84%	1097 87% ab
Favouring family or friends when recruiting or awarding contracts	4792 78%	2458 79%	1199 80%	1259 78%	748 80%	917 79%	3411 79%	987 79%
Taking pencils and pens from work	4275 70%	2239 72%	1104 74% cd	1135 70%	643 69%	778 67%	2987 69%	913 73% ab
Posting personal mail from work (e.g. letters or parcels)	4098 67%	2154 69%	1050 70% d	1104 68%	616 66%	776 67%	2902 67%	869 69%
Using the internet for personal use during working hours	3505 57%	1905 61% d	955 64% cd	950 59% d	477 51%	663 57%	2469 57%	727 58%
Making personal phone calls from work	3139 51%	1694 54% d	851 57% cd	843 52% d	436 47%	603 52%	2250 52%	630 50%

Ethics at Work survey 2018 - Global research

Q1.1 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Taking pencils and pens from work

BASE: All respondents

	Country								Gender			Age				Working status	
											I identify in another way/ Prefer not to say						
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
6119	754	762	784	768	775	756	756	764	3256	2834	29	1804	3127	1184	4	4905	1214
6119	754	762	784	768	775	756	756	764	3268	2822	29	1786	3178	1151	4	4914	1205
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
348	69	69	47	22	24	25	44	47	182	160	6	188	129	30	-	292	56
6%	9%	9%	6%	3%	3%	3%	6%	6%	6%	6%	21%	11%	4%	3%	-	6%	5%
	cdefgh	cdefgh	def				def	def				bc	c				
1414	191	188	238	118	103	130	197	248	761	647	7	588	655	169	2	1138	276
23%	25%	25%	30%	15%	13%	17%	26%	32%	23%	23%	24%	33%	21%	15%	50%	23%	23%
	def	def	abdef			e	def	abdefg				bc	c				
2257	305	243	336	232	270	296	287	288	1197	1055	5	609	1208	439	1	1801	456
37%	40%	32%	43%	30%	35%	39%	38%	38%	37%	37%	17%	34%	38%	38%	25%	37%	38%
	bde		bdeh			bd	bd	bd					a	a			
2018	177	245	152	393	371	294	216	169	1085	924	9	367	1147	503	1	1618	400
33%	23%	32%	19%	51%	48%	39%	29%	22%	33%	33%	31%	21%	36%	44%	25%	33%	33%
		ach		abcfgh	abcfgh	abcgh	ach						a	ab			
82	12	17	11	2	6	10	12	12	43	37	2	34	39	9	-	65	17
1%	2%	2%	1%	*	1%	1%	2%	2%	1%	1%	7%	2%	1%	1%	-	1%	1%
	d	de	d			d	d	d				c					
1762	260	257	285	141	127	156	241	295	942	807	13	777	784	199	2	1430	332
29%	34%	34%	36%	18%	16%	21%	32%	39%	29%	29%	45%	43%	25%	17%	50%	29%	28%
	def	def	def			e	def	bdefg				bc	c				
4275	482	488	488	626	641	591	503	457	2282	1979	14	976	2355	942	2	3419	857
70%	64%	64%	62%	81%	83%	78%	67%	60%	70%	70%	48%	55%	74%	82%	50%	70%	71%
				abcgh	abcfgh	abcgh	h						a	ab			
2.02	2.20	2.11	2.23	1.70	1.71	1.85	2.09	2.23	2.01	2.02	2.37	2.34	1.93	1.76	2.25	2.02	1.99
	bdefg	def	bdefg			de	def	bdefg				bc	c				
.894	.909	.971	.833	.834	.813	.826	.886	.868	.893	.891	1.182	.927	.856	.798	.958	.899	.870
.012	.033	.036	.030	.030	.029	.030	.032	.032	.016	.017	.228	.022	.015	.023	.479	.013	.025
*	*	*	*	*	*	*	*	*	*	*	.05	*	*	*	.23	*	*

Ethics at Work survey 2018 - Global research

Q1.1 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Taking pencils and pens from work

BASE: All respondents

		Public-Private sector		Seniority		People Manager		Sector							
		Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	
Significance Level: 95%			a	b	a	b	a	b	a	b	c	d	e	f	
Unweighted Total		6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341	
Weighted Total		6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342	
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Totally acceptable		(4.0)	348	131	217	130	218	219	129	83	32	54	61	87	31
			6%	6%	5%	7% b	5%	7% b	4%	6%	5%	8% abde	5%	5%	9% abde
Fairly acceptable		(3.0)	1414	490	924	434	980	721	694	344	158	153	283	379	96
			23%	24%	23%	23%	23%	23%	23%	23%	23%	22%	23%	22%	28% ace
Not very acceptable		(2.0)	2257	737	1521	672	1585	1105	1152	553	227	255	480	619	123
			37%	37%	37%	36%	37%	36%	38%	37%	34%	37%	39% b	37%	36%
Totally unacceptable		(1.0)	2018	633	1385	618	1400	1008	1010	494	247	218	385	584	89
			33%	31%	34%	33%	33%	33%	33%	33% f	37% cdf	32%	32% f	35% f	26%
Don't know			82	27	55	17	65	19	63	33	7	11	10	19	2
			1%	1%	1%	1%	2%	1%	2% a	2% de	1%	2%	1%	1%	1%
Net: Acceptable			1762	620	1142	564	1198	940	822	427	190	207	344	466	127
			29%	31% b	28%	30%	28%	31% b	27%	28%	28%	30%	28%	28%	37% abcde
Net: Unacceptable			4275	1369	2906	1290	2985	2113	2162	1046	474	473	866	1203	212
			70%	68%	71% a	69%	70%	69%	71%	69% f	71% f	68% f	71% f	71% f	62%
Mean Score			2.02	2.06 b	1.99	2.04	2.00	2.05 b	1.98	2.01	1.96	2.06 be	2.02	1.98	2.20 abcde
Standard Deviation			.894	.907	.886	.920	.882	.923	.862	.891	.895	.928	.868	.887	.934
Standard Error			.012	.020	.014	.021	.014	.017	.016	.023	.035	.035	.025	.022	.051
Error variance			*	*	*	*	*	*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q1.1 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Taking pencils and pens from work

BASE: All respondents

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106
6119	445	2028	1227	1555	864	3254	2419	1852	3617	650	964	4777	1401	3873	1669	107
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
348 6%	20 5%	112 6%	66 5%	99 6%	51 6%	177 5%	150 6%	149 8% bc	170 5%	29 4%	114 12% b	217 5%	128 9% b	183 5%	- -	52 49% a
1414 23%	97 22%	425 21%	317 26% bf	359 23%	216 25% b	742 23%	575 24% b	417 23%	847 23%	150 23%	234 24%	1091 23%	355 25% b	858 22%	- -	55 51% a
2257 37%	159 36%	787 39% eg	448 37%	564 36%	299 35%	1236 38%	863 36%	666 36%	1346 37%	246 38%	317 33%	1789 37% a	450 32%	1474 38% a	647 39% b	- -
2018 33%	160 36%	673 33%	387 32%	514 33%	285 33%	1059 33%	799 33%	601 32%	1219 34%	198 31%	286 30%	1631 34% a	449 32%	1321 34%	1023 61% b	- -
82 1%	9 2% c	31 2% c	9 1%	21 1%	13 1%	40 1%	33 1%	19 1%	36 1%	27 4% ab	14 1%	48 1%	19 1%	38 1%	- -	- -
1762 29%	118 26%	537 26%	382 31% b	457 29%	267 31% b	919 28%	725 30% b	566 31%	1017 28%	179 28%	347 36% b	1309 27%	483 34% b	1040 27%	- -	107 100% a
4275 70%	319 72%	1460 72% ceg	835 68%	1077 69%	584 68%	2295 71%	1661 69%	1267 68%	2564 71%	444 68%	603 63%	3420 72% a	899 64%	2795 72% a	1669 100% b	- -
2.02	1.95	1.99	2.05 a	2.03	2.04	2.01	2.03	2.06 b	1.99	2.02	2.18 b	1.98	2.12 b	1.97	1.39	3.49 a
.894	.881	.880	.890	.909	.910	.884	.909	.936	.876	.864	.996	.871	.969	.871	.487	.502
.012	.042	.020	.025	.023	.031	.016	.019	.022	.015	.035	.032	.013	.026	.014	.012	.049
*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q1.1 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Taking pencils and pens from work

BASE: All respondents

		Employer support				Employer provision of information			
		Total	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%			a	b	c	d	a	b	c
Unweighted Total		6119	3103	1491	1612	939	1157	4319	1262
Weighted Total		6119	3114	1499	1615	936	1162	4325	1257
		100%	100%	100%	100%	100%	100%	100%	100%
Totally acceptable	(4.0)	348 6%	171 5%	93 6%	78 5%	62 7% c	94 8% bc	267 6%	59 5%
Fairly acceptable	(3.0)	1414 23%	679 22%	293 20%	385 24% b	219 23% b	278 24%	1025 24%	275 22%
Not very acceptable	(2.0)	2257 37%	1121 36%	510 34%	610 38% b	356 38% b	394 34%	1576 36%	485 39% a
Totally unacceptable	(1.0)	2018 33%	1119 36% cd	594 40% acd	525 32%	288 31%	383 33%	1411 33%	429 34%
Don't know		82 1%	25 1%	8 1%	17 1%	12 1% b	12 1%	47 1%	10 1%
Net: Acceptable		1762 29%	850 27%	387 26%	463 29%	281 30% b	372 32% c	1292 30% c	334 27%
Net: Unacceptable		4275 70%	2239 72%	1104 74% cd	1135 70%	643 69%	778 67%	2987 69%	913 73% ab
Mean Score		2.02	1.97	1.92	2.01 b	2.06 ab	2.07 c	2.03 c	1.97
Standard Deviation		.894	.896	.917	.874	.903	.948	.904	.868
Standard Error		.012	.016	.024	.022	.030	.028	.014	.025
Error variance		*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q1.2 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Posting personal mail from work (e.g. letters or parcels)

BASE: All respondents

	Country								Gender			Age				Working status	
											I identify in another way/ Prefer not to say						
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
6119	754	762	784	768	775	756	756	764	3256	2834	29	1804	3127	1184	4	4905	1214
6119	754	762	784	768	775	756	756	764	3268	2822	29	1786	3178	1151	4	4914	1205
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
401	49	74	45	57	20	53	54	49	216	183	2	182	176	43	1	348	53
7%	6%	10%	6%	7%	3%	7%	7%	6%	7%	6%	7%	10%	6%	4%	26%	7%	4%
	e	aceh	e	e		e	e	e				bc	c			b	
1504	186	176	176	195	164	200	178	230	839	660	6	577	731	195	1	1235	269
25%	25%	23%	22%	25%	21%	27%	23%	30%	26%	23%	20%	32%	23%	17%	25%	25%	22%
						e	abcdeg		b			bc	c			b	
2130	285	214	293	252	285	269	271	260	1121	1002	7	610	1128	392	-	1708	422
35%	38%	28%	37%	33%	37%	36%	36%	34%	34%	35%	25%	34%	35%	34%	-	35%	35%
	bd		b	b	b	b	b	b									
1968	210	278	260	259	293	222	238	208	1041	915	12	369	1090	507	2	1540	428
32%	28%	36%	33%	34%	38%	29%	31%	27%	32%	32%	41%	21%	34%	44%	49%	31%	36%
		afgh	ah	ah	afgh								a	ab		a	
116	24	20	10	5	13	11	15	17	51	63	2	48	53	14	-	83	33
2%	3%	3%	1%	1%	2%	1%	2%	2%	2%	2%	7%	3%	2%	1%	-	2%	3%
	cdf	d					d	d		a		bc				a	
1905	235	250	221	252	184	254	232	279	1055	843	8	759	906	238	2	1583	322
31%	31%	33%	28%	33%	24%	34%	31%	36%	32%	30%	27%	42%	29%	21%	51%	32%	27%
	e	ce	e	ce		ce	e	aceg	b			bc	c			b	
4098	495	492	553	511	578	492	509	468	2162	1917	19	979	2218	899	2	3248	850
67%	66%	65%	71%	67%	75%	65%	67%	61%	66%	68%	66%	55%	70%	78%	49%	66%	71%
			abfh	h	abdfgh		h						a	ab		a	
2.06	2.10	2.06	2.01	2.07	1.88	2.11	2.06	2.16	2.07	2.04	1.92	2.33	2.00	1.80	2.27	2.08	1.95
	ce	e	e	e		ce	e	bcdeg				bc	c			b	
.918	.895	1.004	.893	.944	.832	.917	.922	.908	.921	.914	.990	.925	.899	.854	1.505	.926	.879
.012	.033	.037	.032	.034	.030	.034	.034	.033	.016	.017	.190	.022	.016	.025	.753	.013	.026
*	*	*	*	*	*	*	*	*	*	*	.04	*	*	*	.57	*	*

Ethics at Work survey 2018 - Global research

Q1.2 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Posting personal mail from work (e.g. letters or parcels)

BASE: All respondents

		Public-Private sector		Seniority		People Manager		Sector						
								Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	
		Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager						
Significance Level: 95%		a	b	a	b	a	b	a	b	c	d	e	f	
Unweighted Total		6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
Weighted Total		6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Totally acceptable	(4.0)	401	148	253	144	258	227	174	96	39	49	81	98	37
		7%	7%	6%	8%	6%	7%	6%	6%	6%	7%	7%	6%	11%
					b		b							abcde
Fairly acceptable	(3.0)	1504	464	1040	475	1029	766	738	364	144	188	314	388	105
		25%	23%	25%	25%	24%	25%	24%	24%	22%	27%	26%	23%	31%
				a							be	b		abe
Not very acceptable	(2.0)	2130	672	1457	654	1476	1073	1057	538	238	229	444	575	106
		35%	33%	36%	35%	35%	35%	35%	36%	35%	33%	36%	34%	31%
Totally unacceptable	(1.0)	1968	689	1279	580	1389	976	993	471	235	206	369	597	90
		32%	34%	31%	31%	33%	32%	33%	31%	35%	30%	30%	35%	26%
			b							cdf			acdf	
Don't know		116	44	72	19	96	31	85	38	15	18	12	31	3
		2%	2%	2%	1%	2%	1%	3%	2%	2%	3%	1%	2%	1%
					a		a		d	d	d			
Net: Acceptable		1905	612	1293	618	1287	993	912	461	184	238	395	486	142
		31%	30%	32%	33%	30%	32%	30%	31%	27%	34%	32%	29%	42%
					b		b				be	be		abcde
Net: Unacceptable		4098	1361	2737	1234	2864	2048	2050	1009	472	436	813	1172	197
		67%	67%	67%	66%	67%	67%	67%	67%	70%	63%	67%	69%	58%
									f	cf		f	cf	
Mean Score		2.06	2.04	2.07	2.10	2.04	2.08	2.03	2.06	1.98	2.12	2.09	1.99	2.26
					b		b		e		be	be		abcde
Standard Deviation		.918	.940	.907	.933	.911	.930	.905	.910	.904	.931	.909	.912	.973
Standard Error		.012	.021	.014	.022	.014	.017	.017	.024	.035	.036	.026	.022	.053
Error variance		*	*	*	*	*	*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q1.2 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Posting personal mail from work (e.g. letters or parcels)

BASE: All respondents

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106
6119	445	2028	1227	1555	864	3254	2419	1852	3617	650	964	4777	1401	3873	1669	107
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
401	25	144	75	92	66	218	158	161	211	29	108	274	130	228	-	54
7%	6%	7%	6%	6%	8%	7%	7%	9%	6%	4%	11%	6%	9%	6%	-	50%
								bc			b		b		a	
1504	104	511	339	366	183	851	549	433	915	156	240	1178	367	939	-	53
25%	23%	25%	28%	24%	21%	26%	23%	23%	25%	24%	25%	25%	26%	24%	-	50%
		eg	deg			eg									a	
2130	158	715	412	551	294	1127	845	636	1266	229	319	1684	458	1383	648	-
35%	35%	35%	34%	35%	34%	35%	35%	34%	35%	35%	33%	35%	33%	36%	39%	-
													a		b	
1968	149	618	377	520	304	995	824	596	1174	198	285	1568	428	1263	1022	-
32%	34%	30%	31%	33%	35%	31%	34%	32%	32%	31%	30%	33%	31%	33%	61%	-
				f	bcf		bcf					a			b	
116	9	40	24	26	17	63	44	26	52	38	13	73	17	60	-	-
2%	2%	2%	2%	2%	2%	2%	2%	1%	1%	6%	1%	2%	1%	2%	-	-
										ab						
1905	129	655	414	458	249	1069	707	594	1126	185	348	1452	498	1167	-	107
31%	29%	32%	34%	29%	29%	33%	29%	32%	31%	28%	36%	30%	36%	30%	-	100%
		g	deg			deg					b		b		a	
4098	307	1333	789	1071	598	2122	1669	1232	2439	427	604	3251	886	2646	1669	-
67%	69%	66%	64%	69%	69%	65%	69%	67%	67%	66%	63%	68%	63%	68%	100%	-
				bcf	cf		bcf				a		a		b	
2.06	2.01	2.09	2.09	2.02	2.01	2.09	2.02	2.09	2.05	2.03	2.18	2.03	2.14	2.03	1.39	3.50
		deg	dg			deg					b		b		a	
.918	.901	.921	.915	.905	.943	.919	.919	.954	.906	.877	.987	.903	.965	.903	.487	.502
.012	.043	.021	.026	.023	.032	.016	.019	.022	.015	.036	.032	.013	.026	.015	.012	.049
*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q1.2 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Posting personal mail from work (e.g. letters or parcels)

BASE: All respondents

		Employer support				Employer provision of information				
		Total	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None	
Significance Level: 95%			a	b	c	d	a	b	c	
Unweighted Total		6119	3103	1491	1612	939	1157	4319	1262	
Weighted Total		6119	3114	1499	1615	936	1162	4325	1257	
		100%	100%	100%	100%	100%	100%	100%	100%	
Totally acceptable		(4.0)	401	206	109	97	73	103	290	81
			7%	7%	7%	6%	8%	9%	7%	6%
							bc			
Fairly acceptable		(3.0)	1504	723	328	394	229	266	1072	295
			25%	23%	22%	24%	24%	23%	25%	23%
Not very acceptable		(2.0)	2130	1061	469	592	328	374	1505	459
			35%	34%	31%	37%	35%	32%	35%	37%
					b			a		
Totally unacceptable		(1.0)	1968	1093	581	512	288	402	1397	410
			32%	35%	39%	32%	31%	35%	32%	33%
				cd	acd					
Don't know			116	31	12	20	18	16	61	12
			2%	1%	1%	1%	2%	1%	1%	1%
						ab				
Net: Acceptable			1905	929	438	491	302	370	1362	376
			31%	30%	29%	30%	32%	32%	31%	30%
Net: Unacceptable			4098	2154	1050	1104	616	776	2902	869
			67%	69%	70%	68%	66%	67%	67%	69%
					d					
Mean Score			2.06	2.01	1.98	2.05	2.09	2.06	2.06	2.04
					b	ab				
Standard Deviation			.918	.926	.952	.900	.934	.970	.921	.909
Standard Error			.012	.017	.025	.023	.031	.029	.014	.026
Error variance			*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q1.3 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Making personal phone calls from work

BASE: All respondents

		Country								Gender			Age				Working status		
												I identify in another way/ Prefer not to say							
		Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
Significance Level: 95%		a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b	
Unweighted Total	6119	754	762	784	768	775	756	756	764	3256	2834	29	1804	3127	1184	4	4905	1214	
Weighted Total	6119	754	762	784	768	775	756	756	764	3268	2822	29	1786	3178	1151	4	4914	1205	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Totally acceptable	(4.0)	536	70	105	67	45	35	56	86	72	325	209	3	199	267	70	1	466	71
	9%	9%	14%	9%	6%	4%	7%	11%	9%	10%	7%	10%	11%	8%	6%	26%	9%	6%	
		de	acdefh	de			e	def	de	b			bc	c			b		
Fairly acceptable	(3.0)	2367	323	309	343	247	220	263	327	335	1305	1051	11	759	1223	384	1	1941	426
	39%	43%	41%	44%	32%	28%	35%	43%	44%	40%	37%	38%	42%	38%	33%	24%	40%	35%	
		def	def	def			e	def	def	b			bc	c			b		
Not very acceptable	(2.0)	2107	247	246	271	283	309	270	250	231	1091	1007	9	554	1115	436	2	1648	459
	34%	33%	32%	35%	37%	40%	36%	33%	30%	33%	36%	31%	31%	35%	38%	50%	34%	38%	
					h	abcgh	h							a	a		a		
Totally unacceptable	(1.0)	1032	94	87	94	187	207	158	89	116	511	518	3	248	538	245	-	796	235
	17%	12%	11%	12%	24%	27%	21%	12%	15%	16%	18%	10%	14%	17%	21%	-	16%	20%	
					abcgh	abcfgh	abcfgh		b		a			a	ab		a		
Don't know		77	19	15	9	5	5	10	4	10	36	38	3	27	35	15	-	63	14
	1%	3%	2%	1%	1%	1%	1%	1%	1%	1%	1%	1%	10%	2%	1%	1%	-	1%	1%
			cdeg	deg															
Net: Acceptable		2904	394	415	411	292	254	319	413	406	1629	1260	14	957	1490	455	2	2407	497
	47%	52%	54%	52%	38%	33%	42%	55%	53%	50%	45%	48%	54%	47%	39%	50%	49%	41%	
		def	def	def	e		e	def	def	b			bc	c			b		
Net: Unacceptable		3139	342	332	365	470	516	427	339	348	1603	1524	12	802	1654	681	2	2444	695
	51%	45%	44%	47%	61%	67%	57%	45%	45%	49%	54%	41%	45%	52%	59%	50%	50%	58%	
					abcgh	abcdfgh	abcgh				a			a	ab		a		
Mean Score		2.40	2.50	2.58	2.50	2.20	2.11	2.29	2.55	2.48	2.45	2.34	2.54	2.52	2.39	2.25	2.76	2.43	2.28
		def	defh	def	e		de	def	def	b			bc	c			b		
Standard Deviation		.871	.836	.871	.816	.876	.851	.883	.845	.865	.874	.864	.859	.871	.866	.861	.965	.875	.846
Standard Error		.011	.031	.032	.029	.032	.031	.032	.031	.032	.015	.016	.168	.021	.016	.025	.483	.013	.024
Error variance		*	*	*	*	*	*	*	*	*	*	*	.03	*	*	*	.23	*	*

Ethics at Work survey 2018 - Global research

Q1.3 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Making personal phone calls from work

BASE: All respondents

		Public-Private sector		Seniority		People Manager		Sector						
		Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
Significance Level: 95%		a	b	a	b	a	b	a	b	c	d	e	f	
Unweighted Total		6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
Weighted Total		6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Totally acceptable	(4.0)	536	177	360	193	343	289	248	145	36	55	110	139	51
		9%	9%	9%	10% b	8%	9%	8%	10% b	5%	8%	9% b	8% b	15% abcde
Fairly acceptable	(3.0)	2367	734	1633	749	1618	1181	1186	580	246	244	520	630	147
		39%	36%	40% a	40%	38%	38%	39%	38%	37%	35%	43% abce	37%	43% ce
Not very acceptable	(2.0)	2107	729	1378	626	1482	1048	1059	525	236	227	401	611	106
		34%	36%	34%	33%	35%	34%	35%	35%	35%	33%	33%	36%	31%
Totally unacceptable	(1.0)	1032	349	683	290	742	528	504	233	145	154	178	288	34
		17%	17%	17%	15%	17%	17%	17%	15% f	22% adef	22% adef	15% f	17% f	10%
Don't know		77	28	48	15	62	26	50	23	7	12	11	20	3
		1%	1%	1%	1%	1% a	1%	2% a	2%	1%	2%	1%	1%	1%
Net: Acceptable		2904	911	1992	942	1962	1470	1433	726	283	298	630	769	198
		47%	45%	49% a	50% b	46%	48%	47%	48% bc	42%	43%	52% bce	46%	58% abcde
Net: Unacceptable		3139	1078	2061	915	2224	1576	1563	758	381	381	579	899	140
		51%	53% b	50%	49%	52% a	51%	51%	50% f	57% adf	55% adf	47% f	53% df	41%
Mean Score		2.40	2.37	2.41	2.46 b	2.37	2.40	2.39	2.43 bc	2.26	2.29	2.47 bce	2.37 bc	2.64 abcde
Standard Deviation		.871	.873	.870	.877	.868	.882	.861	.869	.860	.907	.852	.863	.858
Standard Error		.011	.020	.014	.020	.013	.016	.016	.023	.033	.035	.025	.021	.047
Error variance		*	*	*	*	*	*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q1.3 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Making personal phone calls from work

BASE: All respondents

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106
6119	445	2028	1227	1555	864	3254	2419	1852	3617	650	964	4777	1401	3873	1669	107
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
536	35	174	103	134	91	277	224	188	307	42	98	407	140	331	-	47
9%	8%	9%	8%	9%	10%	9%	9%	10% bc	8%	6%	10%	9%	10%	9%	-	44% a
2367	158	765	475	617	352	1240	969	657	1457	253	342	1891	500	1534	-	60
39%	36%	38%	39%	40%	41%	38%	40%	35%	40% a	39%	35%	40% a	36%	40% a	-	56% a
2107	160	700	451	521	274	1152	796	659	1230	218	329	1647	485	1343	1007	-
34%	36%	35%	37% eg	34%	32%	35% eg	33%	36%	34%	34%	34%	34%	35%	35%	60% b	-
1032	85	367	182	263	136	549	398	334	587	111	188	782	261	632	663	-
17%	19% c	18% c	15%	17%	16%	17%	16%	18%	16%	17%	20% b	16%	19% b	16% b	40% b	-
77	8	21	16	21	12	36	32	15	36	26	8	50	14	34	-	-
1%	2%	1%	1%	1%	1%	1%	1%	1%	1%	4% ab	1%	1%	1%	1%	-	-
2904	193	939	578	751	442	1517	1193	844	1764	295	439	2299	640	1864	-	107
47%	43%	46%	47%	48%	51% abf	47%	49% abf	46%	49% a	45%	46%	48%	46%	48%	-	100% a
3139	244	1067	633	784	410	1701	1194	993	1817	329	517	2429	746	1975	1669	-
51%	55% eg	53% eg	52%	50%	47%	52% eg	49%	54% b	50%	51%	54%	51%	53%	51%	100% b	-
2.40	2.33	2.37	2.41	2.41	2.47 abf	2.39	2.43 ab	2.38	2.41	2.36	2.36	2.41	2.37	2.41	1.60	3.44 a
.871	.877	.879	.845	.871	.884	.867	.876	.897	.861	.850	.911	.863	.902	.862	.489	.499
.011	.042	.020	.024	.022	.030	.015	.018	.021	.014	.034	.029	.013	.024	.014	.012	.048
*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q1.3 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Making personal phone calls from work

BASE: All respondents

		Employer support					Employer provision of information			
		Total	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None	
Significance Level: 95%			a	b	c	d	a	b	c	
Unweighted Total		6119	3103	1491	1612	939	1157	4319	1262	
Weighted Total		6119	3114	1499	1615	936	1162	4325	1257	
		100%	100%	100%	100%	100%	100%	100%	100%	
Totally acceptable		(4.0)	536	265	134	132	101	126	378	112
		9%	9%	9%	8%	11%	11%	9%	9%	
						ac	b			
Fairly acceptable		(3.0)	2367	1141	508	633	388	426	1662	506
		39%	37%	34%	39%	41%	37%	38%	40%	
					b	ab				
Not very acceptable		(2.0)	2107	1122	524	598	286	386	1503	434
		34%	36%	35%	37%	31%	33%	35%	35%	
			d	d	d					
Totally unacceptable		(1.0)	1032	572	327	245	149	218	747	195
		17%	18%	22%	15%	16%	19%	17%	16%	
			c	acd			c			
Don't know		77	14	6	8	12	7	34	10	
		1%	*	*	1%	1%	1%	1%	1%	
						abc				
Net: Acceptable		2904	1407	642	764	489	551	2041	618	
		47%	45%	43%	47%	52%	47%	47%	49%	
					b	abc				
Net: Unacceptable		3139	1694	851	843	436	603	2250	630	
		51%	54%	57%	52%	47%	52%	52%	50%	
			d	cd	d					
Mean Score		2.40	2.35	2.30	2.41	2.48	2.40	2.39	2.43	
					b	abc				
Standard Deviation		.871	.877	.910	.843	.890	.914	.873	.859	
Standard Error		.011	.016	.024	.021	.029	.027	.013	.024	
Error variance		*	*	*	*	*	*	*	*	

Ethics at Work survey 2018 - Global research

Q1.4 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Using the internet for personal use during working hours

BASE: All respondents

		Country								Gender			Age				Working status		
												I identify in another way/ Prefer not to say							
		Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
Significance Level: 95%		a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b	
Unweighted Total	6119	754	762	784	768	775	756	756	764	3256	2834	29	1804	3127	1184	4	4905	1214	
Weighted Total	6119	754	762	784	768	775	756	756	764	3268	2822	29	1786	3178	1151	4	4914	1205	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Totally acceptable	(4.0)	518	63	91	69	50	48	39	71	86	314	201	4	213	248	55	2	457	61
	8%	8%	12%	9%	6%	6%	5%	9%	11%	10%	7%	13%	12%	8%	5%	51%	9%	5%	
		f	acdef	f					def	def	b			bc	c		b		
Fairly acceptable	(3.0)	2016	250	268	321	184	211	232	281	269	1122	886	8	687	1049	278	2	1677	339
	33%	33%	35%	41%	24%	27%	31%	37%	35%	34%	31%	29%	38%	33%	24%	49%	34%	28%	
		de	de	abdefh			d	def	de	b				bc	c		b		
Not very acceptable	(2.0)	2164	268	239	276	291	329	264	257	240	1102	1057	6	593	1107	464	-	1711	453
	35%	36%	31%	35%	38%	43%	35%	34%	31%	34%	37%	21%	33%	35%	40%	-	35%	38%	
					bh	abcfgh				a					ab				
Totally unacceptable	(1.0)	1340	156	153	110	236	183	211	134	157	691	642	8	270	735	336	-	1007	334
	22%	21%	20%	14%	31%	24%	28%	18%	21%	21%	23%	28%	15%	23%	29%	-	20%	28%	
		c	c		abcegh	cg	abcfgh	c	c						a	ab		a	
Don't know		80	17	11	8	7	4	10	13	11	39	38	3	23	39	19	-	62	18
	1%	2%	1%	1%	1%	*	1%	2%	1%	1%	1%	10%	1%	1%	2%	-	1%	1%	
		cde						e	e										
Net: Acceptable		2534	313	359	391	234	259	271	352	356	1436	1087	12	900	1297	333	4	2134	400
	41%	41%	47%	50%	30%	33%	36%	47%	47%	44%	38%	41%	50%	41%	29%	100%	43%	33%	
		def	adef	adef			d	adef	adef	b			bc	c			b		
Net: Unacceptable		3505	424	392	385	528	512	475	391	397	1792	1698	14	863	1843	799	-	2717	787
	57%	56%	51%	49%	69%	66%	63%	52%	52%	55%	60%	49%	48%	58%	69%	-	55%	65%	
		c			abcfgh	abcfgh	abcfgh			a				a	ab		a		
Mean Score	2.28	2.30	2.40	2.45	2.06	2.16	2.13	2.39	2.38	2.33	2.23	2.29	2.48	2.26	2.05	3.51	2.33	2.11	
		def	adef	adef		d		adef	def	b			bc	c			b		
Standard Deviation	.905	.897	.944	.842	.900	.858	.887	.889	.939	.918	.885	1.073	.893	.904	.857	.577	.907	.873	
Standard Error	.012	.033	.034	.030	.033	.031	.032	.033	.034	.016	.017	.210	.021	.016	.025	.289	.013	.025	
Error variance	*	*	*	*	*	*	*	*	*	*	*	.04	*	*	*	.08	*	*	

Ethics at Work survey 2018 - Global research

Q1.4 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Using the internet for personal use during working hours

BASE: All respondents

		Public-Private sector		Seniority		People Manager		Sector						
								Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	
		Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager						
Significance Level: 95%		a	b	a	b	a	b	a	b	c	d	e	f	
Unweighted Total		6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
Weighted Total		6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Totally acceptable	(4.0)	518 8%	184 9%	334 8%	191 10% b	327 8%	302 10% b	217 7%	125 8% b	38 6%	66 10% b	100 8% b	135 8% b	54 16% abcde
Fairly acceptable	(3.0)	2016 33%	656 33%	1361 33%	582 31%	1435 34% a	992 32%	1025 34%	458 30%	178 27%	211 31%	448 37% abc	584 35% ab	137 40% abce
Not very acceptable	(2.0)	2164 35%	725 36%	1439 35%	677 36%	1487 35%	1064 35%	1101 36%	535 36% f	236 35% f	237 34% f	438 36% f	622 37% f	96 28%
Totally unacceptable	(1.0)	1340 22%	421 21%	919 22%	406 22%	935 22%	691 23%	649 21%	356 24% def	210 31% acdef	169 24% def	223 18%	330 20%	52 15%
Don't know		80 1%	31 2%	49 1%	16 1%	64 2% a	24 1%	56 2% a	33 2% def	9 1%	8 1%	11 1%	18 1%	2 1%
Net: Acceptable		2534 41%	840 42%	1695 41%	773 41%	1762 41%	1293 42%	1241 41%	583 39% b	216 32%	278 40% b	548 45% abc	718 43% ab	192 56% abcde
Net: Unacceptable		3505 57%	1146 57%	2358 57%	1083 58%	2422 57%	1755 57%	1750 57%	891 59% df	446 67% acdef	406 59% f	661 54% f	952 56% f	148 43%
Mean Score		2.28	2.30	2.27	2.30	2.28	2.30	2.27	2.24 b	2.06	2.26 b	2.35 abc	2.31 ab	2.57 abcde
Standard Deviation		.905	.906	.904	.924	.896	.928	.881	.914	.901	.938	.874	.879	.936
Standard Error		.012	.020	.014	.022	.014	.017	.016	.024	.035	.036	.025	.021	.051
Error variance		*	*	*	*	*	*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q1.4 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Using the internet for personal use during working hours

BASE: All respondents

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106
6119	445	2028	1227	1555	864	3254	2419	1852	3617	650	964	4777	1401	3873	1669	107
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
518	27	163	100	133	95	263	228	185	295	37	120	371	145	312	-	62
8%	6%	8%	8%	9%	11%	8%	9%	10%	8%	6%	12%	8%	10%	8%	-	58%
					abcf		a	bc	c		b		b		a	
2016	116	647	404	543	306	1051	849	567	1227	223	306	1586	423	1310	-	45
33%	26%	32%	33%	35%	35%	32%	35%	31%	34%	34%	32%	33%	30%	34%	-	42%
		a	a	a	a	a	abf	a	a				a		a	
2164	172	743	441	524	285	1183	809	679	1253	232	332	1700	475	1392	840	-
35%	39%	37%	36%	34%	33%	36%	33%	37%	35%	36%	34%	36%	34%	36%	50%	-
	eg	g				g									b	
1340	120	453	268	333	166	721	499	407	801	133	198	1066	346	821	829	-
22%	27%	22%	22%	21%	19%	22%	21%	22%	22%	20%	20%	22%	25%	21%	50%	-
	bcdefg												b		b	
80	9	22	14	22	12	36	34	14	41	24	8	54	12	38	-	-
1%	2%	1%	1%	1%	1%	1%	1%	1%	1%	4%	1%	1%	1%	1%	-	-
										ab						
2534	144	810	504	676	401	1314	1077	752	1522	260	426	1958	568	1623	-	107
41%	32%	40%	41%	43%	46%	40%	45%	41%	42%	40%	44%	41%	41%	42%	-	100%
		a	a	abf	abcf	a	abcf								a	
3505	292	1196	709	857	451	1905	1308	1086	2054	365	529	2765	821	2213	1669	-
57%	66%	59%	58%	55%	52%	59%	54%	59%	57%	56%	55%	58%	59%	57%	100%	-
	bcdefg	deg	eg			deg									b	
2.28	2.12	2.26	2.28	2.31	2.39	2.27	2.34	2.29	2.28	2.26	2.37	2.27	2.26	2.29	1.50	3.58
	a	a	a	a	abcdf	a	abf				b				a	
.905	.884	.898	.899	.908	.922	.898	.913	.922	.904	.860	.948	.897	.950	.893	.500	.497
.012	.042	.020	.026	.023	.032	.016	.019	.021	.015	.034	.031	.013	.025	.014	.012	.048
*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q1.4 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Using the internet for personal use during working hours

BASE: All respondents

		Employer support					Employer provision of information		
		Total	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%			a	b	c	d	a	b	c
Unweighted Total		6119	3103	1491	1612	939	1157	4319	1262
Weighted Total		6119	3114	1499	1615	936	1162	4325	1257
		100%	100%	100%	100%	100%	100%	100%	100%
Totally acceptable	(4.0)	518	251	118	132	101	133	390	95
		8%	8%	8%	8%	11%	11%	9%	8%
					abc	bc			
Fairly acceptable	(3.0)	2016	938	414	523	349	354	1429	425
		33%	30%	28%	32%	37%	30%	33%	34%
					b	abc			
Not very acceptable	(2.0)	2164	1112	499	613	301	384	1506	462
		35%	36%	33%	38%	32%	33%	35%	37%
			d		bd				
Totally unacceptable	(1.0)	1340	793	456	337	176	279	963	265
		22%	25%	30%	21%	19%	24%	22%	21%
			cd	acd					
Don't know		80	21	12	10	10	12	37	10
		1%	1%	1%	1%	1%	1%	1%	1%
Net: Acceptable		2534	1188	532	656	449	487	1819	520
		41%	38%	36%	41%	48%	42%	42%	41%
					b	abc			
Net: Unacceptable		3505	1905	955	950	477	663	2469	727
		57%	61%	64%	59%	51%	57%	57%	58%
			d	cd	d				
Mean Score		2.28	2.21	2.13	2.28	2.40	2.30	2.29	2.28
			b		ab	abc			
Standard Deviation		.905	.917	.942	.887	.916	.962	.915	.883
Standard Error		.012	.017	.024	.022	.030	.028	.014	.025
Error variance		*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q1.5 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Using company petrol for personal mileage

BASE: All respondents

		Country								Gender			Age				Working status		
												I identify in another way/ Prefer not to say							
		Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
Significance Level: 95%		a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b	
Unweighted Total		6119	754	762	784	768	775	756	756	764	3256	2834	29	1804	3127	1184	4	4905	1214
Weighted Total		6119	754	762	784	768	775	756	756	764	3268	2822	29	1786	3178	1151	4	4914	1205
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Totally acceptable	(4.0)	223	29	60	17	28	11	19	25	34	129	93	1	91	99	30	3	187	37
		4%	4%	8%	2%	4%	1%	3%	3%	4%	4%	3%	3%	5%	3%	3%	76%	4%	3%
			e	acdefgh		e			e	cef				bc					
Fairly acceptable	(3.0)	613	82	111	73	44	47	82	81	91	396	213	4	256	297	60	-	511	101
		10%	11%	15%	9%	6%	6%	11%	11%	12%	12%	8%	14%	14%	9%	5%	-	10%	8%
			de	acdefg	de			de	de	de	b			bc	c			b	
Not very acceptable	(2.0)	1666	225	196	243	170	151	190	240	250	898	762	6	581	823	261	1	1328	338
		27%	30%	26%	31%	22%	19%	25%	32%	33%	27%	27%	22%	33%	26%	23%	24%	27%	28%
			def	e	bdef			e	bdef	bdef				bc	c				
Totally unacceptable	(1.0)	3489	400	374	438	518	550	448	388	374	1791	1685	14	812	1898	780	-	2793	696
		57%	53%	49%	56%	67%	71%	59%	51%	49%	55%	60%	47%	45%	60%	68%	-	57%	58%
					bh	abcfgh	abcfgh	abgh				a			a	ab			
Don't know		129	18	21	13	8	15	17	21	15	55	70	4	47	61	21	-	95	33
		2%	2%	3%	2%	1%	2%	2%	3%	2%	2%	2%	14%	3%	2%	2%	-	2%	3%
			d	d					d			a							
Net: Acceptable		836	111	171	90	72	59	101	106	125	525	306	5	347	396	90	3	698	138
		14%	15%	22%	11%	9%	8%	13%	14%	16%	16%	11%	17%	19%	12%	8%	76%	14%	11%
			de	acdefgh	e			de	de	cde	b			bc	c			b	
Net: Unacceptable		5155	625	570	681	688	701	638	629	624	2688	2447	20	1392	2721	1040	1	4121	1034
		84%	83%	75%	87%	90%	90%	84%	83%	82%	82%	87%	69%	78%	86%	90%	24%	84%	86%
			b		abgh	abfgh	abcfgh	b	b	b		a			a	ab			
Mean Score		1.59	1.65	1.81	1.57	1.45	1.37	1.56	1.65	1.71	1.65	1.53	1.70	1.79	1.55	1.42	3.52	1.60	1.56
			def	acdefgh	de	e		de	cdef	cdef	b			bc	c				
Standard Deviation		.818	.830	.971	.753	.765	.669	.791	.809	.848	.846	.779	.900	.882	.793	.712	.989	.827	.780
Standard Error		.011	.031	.036	.027	.028	.024	.029	.030	.031	.015	.015	.180	.021	.014	.021	.495	.012	.023
Error variance		*	*	*	*	*	*	*	*	*	*	*	.03	*	*	*	.24	*	*

Ethics at Work survey 2018 - Global research

Q1.5 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Using company petrol for personal mileage

BASE: All respondents

		Public-Private sector		Seniority		People Manager		Sector							
		Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	
Significance Level: 95%			a	b	a	b	a	b	a	b	c	d	e	f	
Unweighted Total		6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341	
Weighted Total		6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342	
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Totally acceptable		(4.0)	223	87	136	90	134	139	84	60	29	21	40	57	16
		4%	4%	3%	5%	3%	5%	3%	4%	4%	3%	3%	3%	3%	5%
				b		b		b							
Fairly acceptable		(3.0)	613	195	417	227	386	370	243	182	66	79	110	121	54
		10%	10%	10%	12%	9%	12%	8%	12%	10%	11%	9%	7%	16%	
					b		b		b	de	e	e			bde
Not very acceptable		(2.0)	1666	500	1166	484	1182	801	865	414	185	183	375	416	94
		27%	25%	28%	26%	28%	26%	28%	27%	28%	26%	31%	25%	27%	
				a			a		a			ce			
Totally unacceptable		(1.0)	3489	1187	2302	1055	2434	1715	1774	813	375	389	679	1063	171
		57%	59%	56%	56%	57%	56%	58%	54%	56%	56%	56%	63%	50%	
			b										abcd	f	
Don't know			129	47	81	16	112	47	81	39	15	19	17	32	7
		2%	2%	2%	1%	3%	2%	3%	3%	3%	2%	3%	1%	2%	2%
					a		a		a	d		d			
Net: Acceptable			836	282	553	316	519	509	327	242	96	100	150	178	70
		14%	14%	13%	17%	12%	17%	11%	16%	14%	14%	12%	11%	20%	
					b		b		b	de	e	e			bcd
Net: Unacceptable			5155	1687	3468	1539	3616	2516	2638	1226	560	572	1053	1478	265
		84%	84%	85%	82%	85%	82%	87%	81%	84%	83%	86%	88%	78%	
				a		a		a		f	f	acf	abcf		
Mean Score			1.59	1.58	1.60	1.65	1.57	1.65	1.54	1.65	1.62	1.60	1.59	1.50	1.74
					b		b		b	e	e	e	e		bcd
Standard Deviation			.818	.841	.807	.873	.791	.865	.763	.848	.841	.816	.790	.776	.895
Standard Error			.011	.019	.013	.020	.012	.016	.014	.022	.033	.031	.023	.019	.049
Error variance			*	*	*	*	*	*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q1.5 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Using company petrol for personal mileage

BASE: All respondents

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106
6119	445	2028	1227	1555	864	3254	2419	1852	3617	650	964	4777	1401	3873	1669	107
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
223	12	88	48	49	26	136	75	104	105	14	81	131	99	105	-	51
4%	3%	4%	4%	3%	3%	4%	3%	6%	3%	2%	8%	3%	7%	3%	-	48%
		g				g		bc			b		b		a	
613	43	200	145	162	63	344	225	184	369	59	114	461	187	353	-	56
10%	10%	10%	12%	10%	7%	11%	9%	10%	10%	9%	12%	10%	13%	9%	-	52%
		e	eg	e		e					b		b		a	
1666	129	545	362	397	232	907	630	441	1032	192	233	1322	384	1039	268	-
27%	29%	27%	29%	26%	27%	28%	26%	24%	29%	30%	24%	28%	27%	27%	16%	-
			dg						a	a		a			b	
3489	251	1145	651	912	529	1796	1442	1098	2039	352	524	2773	711	2305	1402	-
57%	56%	56%	53%	59%	61%	55%	60%	59%	56%	54%	54%	58%	51%	60%	84%	-
			cf		bcd		bcd	bc				a		a	b	
129	10	50	21	35	13	71	48	24	72	33	12	90	20	71	-	-
2%	2%	2%	2%	2%	2%	2%	2%	1%	2%	5%	1%	2%	1%	2%	-	-
										ab						
836	55	288	193	211	89	480	300	288	474	73	195	592	286	458	-	107
14%	12%	14%	16%	14%	10%	15%	12%	16%	13%	11%	20%	12%	20%	12%	-	100%
		e	eg	e		eg		bc			b		b		a	
5155	380	1690	1013	1309	762	2703	2071	1540	3071	544	757	4095	1095	3344	1669	-
84%	85%	83%	83%	84%	88%	83%	86%	83%	85%	84%	78%	86%	78%	86%	100%	-
					bcd		bcd					a		a	b	
1.59	1.58	1.61	1.66	1.57	1.51	1.63	1.55	1.61	1.59	1.57	1.74	1.56	1.76	1.54	1.16	3.48
		eg	deg			deg					b		b		a	
.818	.780	.841	.839	.808	.763	.840	.793	.884	.793	.758	.972	.781	.940	.775	.367	.502
.011	.037	.019	.024	.021	.026	.015	.016	.021	.013	.031	.031	.011	.025	.013	.009	.049
*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q1.5 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Using company petrol for personal mileage

BASE: All respondents

		Employer support					Employer provision of information			
		Total	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None	
Significance Level: 95%			a	b	c	d	a	b	c	
Unweighted Total		6119	3103	1491	1612	939	1157	4319	1262	
Weighted Total		6119	3114	1499	1615	936	1162	4325	1257	
		100%	100%	100%	100%	100%	100%	100%	100%	
Totally acceptable		(4.0)	223	126	70	55	30	71	177	34
		4%	4%	5%	3%	3%	6%	4%	3%	
							bc	c		
Fairly acceptable		(3.0)	613	297	136	161	89	117	447	111
		10%	10%	9%	10%	10%	10%	10%	9%	
Not very acceptable		(2.0)	1666	816	366	450	248	297	1159	359
		27%	26%	24%	28%	27%	26%	27%	29%	
					b					
Totally unacceptable		(1.0)	3489	1833	906	927	553	658	2469	738
		57%	59%	60%	57%	59%	57%	57%	59%	
Don't know			129	43	21	22	16	19	73	15
		2%	1%	1%	1%	2%	2%	2%	1%	
Net: Acceptable			836	422	206	216	119	187	624	144
		14%	14%	14%	13%	13%	16%	14%	11%	
							c	c		
Net: Unacceptable			5155	2649	1272	1377	801	955	3629	1097
		84%	85%	85%	85%	86%	82%	84%	87%	ab
Mean Score			1.59	1.58	1.57	1.59	1.56	1.65	1.61	1.55
							c	c		
Standard Deviation			.818	.826	.845	.808	.799	.897	.836	.768
Standard Error			.011	.015	.022	.020	.026	.027	.013	.022
Error variance			*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q1.6 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Charging personal entertainment to expenses

BASE: All respondents

		Country								Gender			Age				Working status		
												I identify in another way/ Prefer not to say							
		Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
Significance Level: 95%		a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b	
Unweighted Total	6119	754	762	784	768	775	756	756	764	3256	2834	29	1804	3127	1184	4	4905	1214	
Weighted Total	6119	754	762	784	768	775	756	756	764	3268	2822	29	1786	3178	1151	4	4914	1205	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Totally acceptable	(4.0)	177	21	43	9	28	8	20	20	27	111	65	2	75	81	21	-	156	22
	3%	3%	6%	1%	4%	1%	3%	3%	4%	3%	2%	7%	4%	3%	2%	-	3%	2%	
		ce	acefg		ce		ce	ce	ce	b			bc				b		
Fairly acceptable	(3.0)	376	52	68	19	53	22	42	51	69	224	147	5	191	147	38	-	304	72
	6%	7%	9%	2%	7%	3%	6%	7%	9%	7%	5%	17%	11%	5%	3%	-	6%	6%	
		ce	cef		ce		ce	ce	cef	b			bc						
Not very acceptable	(2.0)	916	107	184	101	68	76	106	136	138	543	371	3	351	425	139	2	731	185
	15%	14%	24%	13%	9%	10%	14%	18%	18%	17%	13%	10%	20%	13%	12%	51%	15%	15%	
		de	acdefgh	de			de	acdef	acdef	b			bc						
Totally unacceptable	(1.0)	4532	562	442	646	617	654	573	530	509	2340	2175	17	1120	2468	943	2	3645	887
	74%	75%	58%	82%	80%	84%	76%	70%	67%	72%	77%	59%	63%	78%	82%	49%	74%	74%	
		bh		abfgh	abfgh	abdfgh	bgh	b	b		a			a	ab				
Don't know		116	11	25	9	1	15	15	19	21	51	64	2	49	57	10	-	78	38
	2%	1%	3%	1%	*	2%	2%	3%	3%	2%	2%	6%	3%	2%	1%	-	2%	3%	
		d	acd	d		d	d	cd	cd		a		bc	c			a		
Net: Acceptable		554	73	111	28	81	30	62	71	96	335	212	7	266	228	59	-	460	94
	9%	10%	15%	4%	11%	4%	8%	9%	13%	10%	8%	24%	15%	7%	5%	-	9%	8%	
		ce	acdefg		ce		ce	ce	cef	b			bc	c					
Net: Unacceptable		5449	669	626	748	685	729	679	666	647	2882	2546	20	1470	2893	1081	4	4376	1073
	89%	89%	82%	95%	89%	94%	90%	88%	85%	88%	90%	70%	82%	91%	94%	100%	89%	89%	
		bh		abdfgh	bh	abdfgh	bh	b			a			a	ab				
Mean Score	1.37	1.37	1.61	1.21	1.34	1.19	1.34	1.41	1.48	1.41	1.31	1.70	1.55	1.31	1.24	1.51	1.37	1.34	
		ce	acdefgh		ce		ce	ce	acdef	b			bc	c					
Standard Deviation	.731	.738	.880	.536	.764	.526	.708	.738	.811	.767	.680	1.031	.853	.681	.602	.577	.744	.678	
Standard Error	.009	.027	.032	.019	.028	.019	.026	.027	.030	.014	.013	.198	.020	.012	.018	.289	.011	.020	
Error variance	*	*	*	*	*	*	*	*	*	*	*	.04	*	*	*	.08	*	*	

Ethics at Work survey 2018 - Global research

Q1.6 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Charging personal entertainment to expenses

BASE: All respondents

		Public-Private sector		Seniority		People Manager		Sector						
		Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
Significance Level: 95%		a	b	a	b	a	b	a	b	c	d	e	f	
Unweighted Total		6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
Weighted Total		6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Totally acceptable	(4.0)	177	73	104	76	101	127	51	55	19	11	32	43	17
		3%	4%	3%	4%	2%	4%	2%	4%	3%	2%	3%	3%	5%
			b		b		b		c					cde
Fairly acceptable	(3.0)	376	148	229	151	226	253	123	105	41	42	74	89	25
		6%	7%	6%	8%	5%	8%	4%	7%	6%	6%	6%	5%	7%
			b		b		b							
Not very acceptable	(2.0)	916	304	613	280	637	469	447	236	112	125	173	215	55
		15%	15%	15%	15%	15%	15%	15%	16%	17%	18%	14%	13%	16%
									e	e	de			
Totally unacceptable	(1.0)	4532	1443	3089	1346	3186	2188	2344	1076	477	501	927	1311	241
		74%	72%	75%	72%	75%	71%	77%	71%	71%	72%	76%	78%	70%
			a		a		a				abf	abcf		
Don't know		116	49	68	19	97	34	82	35	22	13	14	29	4
		2%	2%	2%	1%	2%	1%	3%	2%	3%	2%	1%	2%	1%
			b		a		a		d	def				
Net: Acceptable		554	221	333	227	327	380	173	159	60	53	106	133	42
		9%	11%	8%	12%	8%	12%	6%	11%	9%	8%	9%	8%	12%
			b		b		b		ce					cde
Net: Unacceptable		5449	1747	3702	1626	3823	2658	2791	1312	589	625	1100	1527	296
		89%	87%	90%	87%	90%	87%	92%	87%	88%	90%	90%	90%	87%
			a		a		a				a	a	af	
Mean Score		1.37	1.42	1.34	1.44	1.34	1.45	1.28	1.41	1.39	1.36	1.35	1.32	1.46
			b		b		b		de	e				cde
Standard Deviation		.731	.786	.702	.810	.692	.815	.624	.780	.737	.673	.714	.693	.836
Standard Error		.009	.018	.011	.019	.011	.015	.011	.020	.029	.026	.021	.017	.046
Error variance		*	*	*	*	*	*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q1.6 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Charging personal entertainment to expenses

BASE: All respondents

											Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
	Size of organisation							Aware of unethical conduct								
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106
6119	445	2028	1227	1555	864	3254	2419	1852	3617	650	964	4777	1401	3873	1669	107
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
177	10	60	38	45	24	98	69	93	78	7	75	95	88	80	-	55
3%	2%	3%	3%	3%	3%	3%	3%	5%	2%	1%	8%	2%	6%	2%	-	51%
								bc			b		b		a	
376	18	140	87	96	35	227	131	125	216	35	97	260	144	195	-	52
6%	4%	7%	7%	6%	4%	7%	5%	7%	6%	5%	10%	5%	10%	5%	-	49%
		aeg	aeg	e		aeg					b		b		a	
916	72	324	236	181	104	559	285	234	571	111	163	682	276	515	146	-
15%	16%	16%	19%	12%	12%	17%	12%	13%	16%	17%	17%	14%	20%	13%	9%	-
	deg	deg	bdeg			deg			a	a	b		b		b	
4532	338	1462	849	1200	685	2310	1884	1381	2691	460	616	3657	867	3029	1524	-
74%	76%	72%	69%	77%	79%	71%	78%	75%	74%	71%	64%	77%	62%	78%	91%	-
	cf		bcd	bcd	bcd		bcd				a		a		b	
116	8	43	17	34	15	60	49	18	60	38	14	83	26	55	-	-
2%	2%	2%	1%	2%	2%	2%	2%	1%	2%	6%	1%	2%	2%	1%	-	-
									a	ab						
554	28	200	126	141	60	325	201	218	294	42	172	355	233	275	-	107
9%	6%	10%	10%	9%	7%	10%	8%	12%	8%	6%	18%	7%	17%	7%	-	100%
		ae	ae			aeg		bc			b		b		a	
5449	410	1785	1084	1381	789	2870	2169	1616	3263	570	779	4339	1143	3543	1669	-
89%	92%	88%	88%	89%	91%	88%	90%	87%	90%	88%	81%	91%	82%	91%	100%	-
	bcd			bcd	bcd				a		a		a		b	
1.37	1.31	1.39	1.43	1.33	1.29	1.41	1.32	1.42	1.35	1.33	1.61	1.32	1.60	1.30	1.09	3.51
		adeg	adeg			adeg		bc			b		b		a	
.731	.660	.749	.762	.726	.680	.754	.710	.827	.693	.635	.957	.670	.914	.662	.282	.502
.009	.032	.017	.022	.019	.023	.013	.015	.019	.012	.026	.031	.010	.025	.011	.007	.049
*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q1.6 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Charging personal entertainment to expenses

BASE: All respondents

		Employer support					Employer provision of information		
		Total	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%			a	b	c	d	a	b	c
Unweighted Total		6119	3103	1491	1612	939	1157	4319	1262
Weighted Total		6119	3114	1499	1615	936	1162	4325	1257
		100%	100%	100%	100%	100%	100%	100%	100%
Totally acceptable	(4.0)	177	105	61	43	25	59	149	19
		3%	3%	4%	3%	3%	5%	3%	1%
				c			bc	c	
Fairly acceptable	(3.0)	376	198	89	109	34	84	300	55
		6%	6%	6%	7%	4%	7%	7%	4%
			d	d	d		c	c	
Not very acceptable	(2.0)	916	434	211	223	117	169	632	184
		15%	14%	14%	14%	12%	15%	15%	15%
Totally unacceptable	(1.0)	4532	2341	1121	1220	739	832	3173	989
		74%	75%	75%	76%	79%	72%	73%	79%
					ab				ab
Don't know		116	37	17	20	21	18	71	10
		2%	1%	1%	1%	2%	2%	2%	1%
					ab			c	
Net: Acceptable		554	302	150	152	60	143	449	74
		9%	10%	10%	9%	6%	12%	10%	6%
			d	d	d		c	c	
Net: Unacceptable		5449	2775	1332	1443	856	1001	3805	1173
		89%	89%	89%	89%	91%	86%	88%	93%
					ab				ab
Mean Score		1.37	1.37	1.39	1.36	1.29	1.45	1.39	1.28
			d	d	d		bc	c	
Standard Deviation		.731	.753	.778	.728	.669	.838	.769	.617
Standard Error		.009	.014	.020	.018	.022	.025	.012	.017
Error variance		*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q1.7 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? -

Pretending to be sick to take the day off

BASE: All respondents

	Country								Gender			Age				Working status	
											I identify in another way/ Prefer not to say						
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
6119	754	762	784	768	775	756	756	764	3256	2834	29	1804	3127	1184	4	4905	1214
6119	754	762	784	768	775	756	756	764	3268	2822	29	1786	3178	1151	4	4914	1205
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
168	32	34	15	21	3	13	13	36	98	68	3	74	71	22	1	142	26
3%	4%	4%	2%	3%	*	2%	2%	5%	3%	2%	9%	4%	2%	2%	25%	3%	2%
	cefg	cefg	e	e		e	e	cdefg				bc					
353	66	61	42	46	15	28	25	69	195	154	3	176	146	30	1	291	61
6%	9%	8%	5%	6%	2%	4%	3%	9%	6%	5%	11%	10%	5%	3%	26%	6%	5%
	cdefg	cefg	e	efg		e		cdefg				bc	c				
1326	203	167	220	125	119	103	155	233	640	678	8	474	630	223	-	1044	282
22%	27%	22%	28%	16%	15%	14%	21%	31%	20%	24%	28%	27%	20%	19%	-	21%	23%
	bdefg	def	bdefg				def	bdefg		a		bc					
4197	441	484	498	572	629	602	555	416	2300	1884	13	1034	2298	864	2	3386	812
69%	59%	63%	64%	74%	81%	80%	73%	54%	70%	67%	45%	58%	72%	75%	49%	69%	67%
		ah	ah	abch	abcdgh	abcdgh	abch		b				a	a			
75	11	16	9	4	8	10	8	9	34	39	2	28	34	13	-	51	24
1%	1%	2%	1%	*	1%	1%	1%	1%	1%	1%	7%	2%	1%	1%	-	1%	2%
	d	d														a	
521	98	95	57	67	18	41	38	106	293	221	6	250	216	52	2	433	87
9%	13%	12%	7%	9%	2%	5%	5%	14%	9%	8%	21%	14%	7%	5%	51%	9%	7%
	cdefg	cdefg	e	efg		e	e	cdefg				bc	c				
5524	645	651	718	697	748	705	710	649	2940	2562	21	1508	2927	1086	2	4430	1094
90%	86%	85%	92%	91%	97%	93%	94%	85%	90%	91%	72%	84%	92%	94%	49%	90%	91%
			abh	abh	abcdfgh	abh	abdh						a	ab			
1.42	1.58	1.52	1.45	1.37	1.21	1.27	1.33	1.64	1.41	1.43	1.84	1.60	1.36	1.31	2.27	1.42	1.41
	cdefg	defg	defg	ef		e	e	bcefg				bc	c				
.726	.825	.829	.686	.721	.481	.614	.627	.839	.738	.708	1.006	.833	.677	.618	1.497	.734	.692
.009	.030	.030	.025	.026	.017	.022	.023	.031	.013	.013	.194	.020	.012	.018	.748	.011	.020
*	*	*	*	*	*	*	*	*	*	*	.04	*	*	*	.56	*	*

Ethics at Work survey 2018 - Global research

Q1.7 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? -

Pretending to be sick to take the day off

BASE: All respondents

		Public-Private sector		Seniority		People Manager		Sector						
		Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
Significance Level: 95%			a	b	a	b	a	b	a	b	c	d	e	f
Unweighted Total		6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
Weighted Total		6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Totally acceptable	(4.0)	168 3%	76 4% b	92 2%	75 4% b	93 2%	125 4% b	43 1%	45 3%	21 3%	19 3%	30 2%	44 3%	10 3%
Fairly acceptable	(3.0)	353 6%	127 6%	226 6%	119 6%	233 5%	203 7% b	149 5%	104 7% de	40 6%	41 6%	58 5%	86 5%	25 7%
Not very acceptable	(2.0)	1326 22%	463 23%	864 21%	369 20%	957 23% a	602 20%	724 24% a	304 20%	139 21%	163 24%	266 22%	381 23%	74 22%
Totally unacceptable	(1.0)	4197 69%	1324 66%	2874 70% a	1290 69%	2907 68%	2117 69%	2081 68%	1031 68%	461 69%	465 67%	853 70%	1159 69%	228 67%
Don't know		75 1%	27 1%	48 1%	19 1%	56 1%	26 1%	49 2% a	24 2%	9 1%	4 1%	14 1%	19 1%	5 2%
Net: Acceptable		521 9%	203 10% b	318 8%	194 10% b	327 8%	328 11% b	193 6%	148 10% de	61 9%	60 9%	87 7%	130 8%	35 10%
Net: Unacceptable		5524 90%	1787 89%	3737 91% a	1659 89%	3865 91% a	2719 88%	2805 92% a	1335 89%	601 90%	628 91%	1118 92% a	1540 91% a	302 88%
Mean Score		1.42	1.47 b	1.39	1.45 b	1.41	1.45 b	1.38	1.43	1.43	1.44	1.39	1.41	1.46
Standard Deviation		.726	.779	.697	.786	.697	.792	.651	.753	.746	.728	.694	.709	.757
Standard Error		.009	.017	.011	.018	.011	.014	.012	.020	.029	.028	.020	.017	.041
Error variance		*	*	*	*	*	*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q1.7 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? -

Pretending to be sick to take the day off

BASE: All respondents

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106
6119	445	2028	1227	1555	864	3254	2419	1852	3617	650	964	4777	1401	3873	1669	107
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
168	6	58	32	44	28	90	72	99	60	9	74	89	88	68	-	56
3%	1%	3%	3%	3%	3%	3%	3%	5%	2%	1%	8%	2%	6%	2%	-	52%
					a		a	bc			b		b			a
353	23	100	92	99	39	192	138	121	188	43	99	230	109	207	-	51
6%	5%	5%	8%	6%	5%	6%	6%	7%	5%	7%	10%	5%	8%	5%	-	48%
			befg					b			b		b			a
1326	92	417	288	335	194	705	529	371	783	173	203	1008	284	829	223	-
22%	21%	21%	23%	22%	22%	22%	22%	20%	22%	27%	21%	21%	20%	21%	13%	-
									ab						b	
4197	315	1428	804	1059	592	2232	1651	1246	2553	399	579	3402	900	2732	1446	-
69%	71%	70%	66%	68%	69%	69%	68%	67%	71%	61%	60%	71%	64%	71%	87%	-
	c	c						c	ac		a		a		b	
75	9	25	11	19	11	36	30	16	33	26	10	48	20	37	-	-
1%	2%	1%	1%	1%	1%	1%	1%	1%	1%	4%	1%	1%	1%	1%	-	-
	c								ab							
521	29	158	124	143	67	282	210	220	248	52	172	319	197	276	-	107
9%	6%	8%	10%	9%	8%	9%	9%	12%	7%	8%	18%	7%	14%	7%	-	100%
			ab					bc			b		b			a
5524	407	1845	1092	1393	786	2937	2179	1616	3336	571	781	4410	1184	3560	1669	-
90%	91%	91%	89%	90%	91%	90%	90%	87%	92%	88%	81%	92%	85%	92%	100%	-
									ac		a		a		b	
1.42	1.36	1.39	1.47	1.43	1.42	1.42	1.43	1.50	1.37	1.46	1.65	1.37	1.55	1.38	1.13	3.52
			ab					b		b	b		b			a
.726	.643	.716	.748	.739	.730	.729	.736	.840	.663	.688	.948	.665	.887	.671	.340	.502
.009	.031	.016	.021	.019	.025	.013	.015	.020	.011	.028	.031	.010	.024	.011	.008	.049
*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q1.7 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Pretending to be sick to take the day off

BASE: All respondents

		Employer support					Employer provision of information			
		Total	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None	
Significance Level: 95%			a	b	c	d	a	b	c	
Unweighted Total		6119	3103	1491	1612	939	1157	4319	1262	
Weighted Total		6119	3114	1499	1615	936	1162	4325	1257	
		100%	100%	100%	100%	100%	100%	100%	100%	
Totally acceptable		(4.0)	168	95	52	43	26	58	147	15
		3%	3%	3%	3%	3%	3%	5%	3%	1%
								bc	c	
Fairly acceptable		(3.0)	353	152	64	88	53	80	266	58
		6%	5%	4%	5%	6%	7%	6%	5%	5%
								c	c	
Not very acceptable		(2.0)	1326	607	267	341	218	244	924	273
		22%	20%	18%	21%	23%	21%	21%	22%	22%
					b	ab				
Totally unacceptable		(1.0)	4197	2234	1102	1131	629	767	2943	908
		69%	72%	74%	70%	67%	66%	68%	72%	72%
			d	cd						ab
Don't know		75	26	14	12	10	13	46	3	
		1%	1%	1%	1%	1%	1%	1%	*	
							c	c		
Net: Acceptable		521	247	116	131	79	138	412	73	
		9%	8%	8%	8%	8%	12%	10%	6%	
							bc	c		
Net: Unacceptable		5524	2841	1369	1472	847	1011	3867	1181	
		90%	91%	91%	91%	90%	87%	89%	94%	
								a	ab	
Mean Score		1.42	1.39	1.37	1.40	1.43	1.50	1.44	1.35	
						b	bc	c		
Standard Deviation		.726	.721	.728	.715	.727	.833	.759	.626	
Standard Error		.009	.013	.019	.018	.024	.025	.012	.018	
Error variance		*	*	*	*	*	*	*	*	

Ethics at Work survey 2018 - Global research

Q1.8 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Minor fiddling / exaggeration of travel expenses

BASE: All respondents

	Country								Gender			Age				Working status	
											I identify in another way/ Prefer not to say						
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
6119	754	762	784	768	775	756	756	764	3256	2834	29	1804	3127	1184	4	4905	1214
6119	754	762	784	768	775	756	756	764	3268	2822	29	1786	3178	1151	4	4914	1205
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
160	32	36	6	17	10	9	15	34	100	56	4	78	69	13	-	139	21
3%	4%	5%	1%	2%	1%	1%	2%	5%	3%	2%	14%	4%	2%	1%	-	3%	2%
	cdefg	cdefg		c			c	cdefg	b			bc	c			b	
384	51	78	32	33	38	41	36	75	221	158	4	184	165	32	2	311	73
6%	7%	10%	4%	4%	5%	5%	5%	10%	7%	6%	15%	10%	5%	3%	51%	6%	6%
	cd	acdefg						acdefg				bc	c				
1349	146	200	193	116	193	145	147	208	760	587	3	508	626	215	-	1075	274
22%	19%	26%	25%	15%	25%	19%	19%	27%	23%	21%	10%	28%	20%	19%	-	22%	23%
	d	adfg	adfg		adfg	d	d	adfg	b			bc					
4107	515	422	540	595	516	549	541	428	2142	1949	16	969	2269	867	2	3303	803
67%	68%	55%	69%	78%	67%	73%	72%	56%	66%	69%	54%	54%	71%	75%	49%	67%	67%
	bh		bh	abcefg	bh	beh	beh			a			a	ab			
119	10	26	13	6	17	12	17	18	45	72	2	47	49	23	-	85	34
2%	1%	3%	2%	1%	2%	2%	2%	2%	1%	3%	7%	3%	2%	2%	-	2%	3%
		acdf			d		d	d		a		b				a	
544	83	114	38	51	48	50	51	110	321	215	8	262	234	45	2	450	94
9%	11%	15%	5%	7%	6%	7%	7%	14%	10%	8%	29%	15%	7%	4%	51%	9%	8%
	cdefg	acdefg						acdefg	b			bc	c				
5456	661	622	733	711	709	694	688	637	2902	2535	19	1476	2895	1082	2	4378	1078
89%	88%	82%	94%	93%	92%	92%	91%	83%	89%	90%	64%	83%	91%	94%	49%	89%	89%
	bh		abh	abh	abh	abh	abh						a	ab			
1.43	1.46	1.63	1.36	1.31	1.40	1.34	1.36	1.62	1.47	1.39	1.88	1.64	1.37	1.28	2.02	1.44	1.41
	cdfg	acdefg			d			acdefg	b			bc	c				
.731	.802	.860	.599	.663	.648	.640	.670	.846	.756	.690	1.172	.844	.686	.576	1.155	.740	.689
.009	.029	.032	.022	.024	.024	.023	.025	.031	.013	.013	.226	.020	.012	.017	.577	.011	.020
*	*	*	*	*	*	*	*	*	*	*	.05	*	*	*	.33	*	*

Ethics at Work survey 2018 - Global research

Q1.8 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Minor fiddling / exaggeration of travel expenses

BASE: All respondents

		Public-Private sector		Seniority		People Manager		Sector						
								Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	
		Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager						
Significance Level: 95%		a	b	a	b	a	b	a	b	c	d	e	f	
Unweighted Total		6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
Weighted Total		6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Totally acceptable	(4.0)	160	70	91	80	80	123	37	47	17	15	29	39	13
		3%	3%	2%	4%	2%	4%	1%	3%	3%	2%	2%	2%	4%
			b		b		b							
Fairly acceptable	(3.0)	384	157	227	141	243	232	152	103	46	50	57	107	22
		6%	8%	6%	8%	6%	8%	5%	7%	7%	7%	5%	6%	7%
			b		b		b		d	d	d			
Not very acceptable	(2.0)	1349	419	930	402	948	660	689	356	162	151	267	324	90
		22%	21%	23%	21%	22%	21%	23%	24%	24%	22%	22%	19%	26%
									e	e				e
Totally unacceptable	(1.0)	4107	1330	2777	1232	2875	2014	2093	957	430	458	854	1194	214
		67%	66%	68%	66%	68%	66%	69%	63%	64%	66%	70%	71%	63%
							a				abf	abcf		
Don't know		119	41	78	18	101	43	76	45	17	17	14	25	2
		2%	2%	2%	1%	2%	1%	2%	3%	2%	2%	1%	1%	1%
						a		a	def	df	df			
Net: Acceptable		544	227	317	221	323	355	189	149	63	65	86	146	35
		9%	11%	8%	12%	8%	12%	6%	10%	9%	9%	7%	9%	10%
			b		b		b		d					d
Net: Unacceptable		5456	1749	3707	1633	3823	2674	2782	1313	591	610	1121	1518	304
		89%	87%	90%	87%	90%	87%	91%	87%	88%	88%	92%	90%	89%
				a		a		a			abc	a		
Mean Score		1.43	1.48	1.41	1.50	1.40	1.49	1.37	1.48	1.47	1.44	1.39	1.39	1.51
			b		b		b		de	de				de
Standard Deviation		.731	.787	.700	.813	.689	.804	.641	.763	.739	.728	.690	.713	.782
Standard Error		.009	.018	.011	.019	.011	.015	.012	.020	.029	.028	.020	.017	.042
Error variance		*	*	*	*	*	*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q1.8 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Minor fiddling / exaggeration of travel expenses

BASE: All respondents

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106
6119	445	2028	1227	1555	864	3254	2419	1852	3617	650	964	4777	1401	3873	1669	107
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
160	5	48	45	46	16	94	62	85	64	11	72	80	85	68	-	56
3%	1%	2%	4%	3%	2%	3%	3%	5%	2%	2%	7%	2%	6%	2%	-	53%
			abe	a		a		bc			b		b		a	
384	26	109	95	98	56	204	154	125	216	43	93	263	133	210	-	51
6%	6%	5%	8%	6%	6%	6%	6%	7%	6%	7%	10%	6%	10%	5%	-	47%
			b								b		b		a	
1349	107	450	303	319	170	753	489	410	780	159	235	1020	313	846	209	-
22%	24%	22%	25%	21%	20%	23%	20%	22%	22%	25%	24%	21%	22%	22%	13%	-
			deg			deg					b				b	
4107	295	1367	764	1064	616	2132	1680	1211	2493	402	547	3340	848	2687	1460	-
67%	66%	67%	62%	68%	71%	65%	69%	65%	69%	62%	57%	70%	61%	69%	87%	-
		c		cf	bcf	c	cf		ac		a		a		b	
119	13	53	19	28	7	72	35	21	64	35	18	74	21	62	-	-
2%	3%	3%	2%	2%	1%	2%	1%	1%	2%	5%	2%	2%	1%	2%	-	-
	eg	ceg				eg				ab						
544	30	157	140	144	72	298	216	210	280	54	164	343	219	278	-	107
9%	7%	8%	11%	9%	8%	9%	9%	11%	8%	8%	17%	7%	16%	7%	-	100%
			abefg					bc			b		b		a	
5456	402	1818	1067	1384	785	2885	2169	1622	3273	561	782	4359	1161	3533	1669	-
89%	90%	90%	87%	89%	91%	89%	90%	88%	90%	86%	81%	91%	83%	91%	100%	-
		c			c		c		ac		a		a		b	
1.43	1.40	1.41	1.52	1.43	1.38	1.45	1.41	1.50	1.40	1.45	1.67	1.38	1.61	1.39	1.13	3.53
			abdefg			beg		b			b		b		a	
.731	.653	.707	.795	.744	.692	.744	.726	.815	.685	.703	.934	.671	.897	.674	.331	.502
.009	.031	.016	.023	.019	.024	.013	.015	.019	.011	.028	.030	.010	.024	.011	.008	.049
*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q1.8 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Minor fiddling / exaggeration of travel expenses

BASE: All respondents

		Employer support					Employer provision of information			
		Total	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None	
Significance Level: 95%			a	b	c	d	a	b	c	
Unweighted Total		6119	3103	1491	1612	939	1157	4319	1262	
Weighted Total		6119	3114	1499	1615	936	1162	4325	1257	
		100%	100%	100%	100%	100%	100%	100%	100%	
Totally acceptable		(4.0)	160	90	54	36	24	62	138	12
		3%	3%	4%	2%	3%	5%	3%	1%	
				c			bc	c		
Fairly acceptable		(3.0)	384	186	89	97	58	92	297	61
		6%	6%	6%	6%	6%	8%	7%	5%	
							c	c		
Not very acceptable		(2.0)	1349	629	274	356	207	215	915	315
		22%	20%	18%	22%	22%	19%	21%	25%	
					b	b			ab	
Totally unacceptable		(1.0)	4107	2177	1067	1110	630	776	2918	855
		67%	70%	71%	69%	67%	67%	67%	68%	
				d						
Don't know		119	31	16	16	19	17	57	15	
		2%	1%	1%	1%	2%	1%	1%	1%	
					ac					
Net: Acceptable		544	277	143	134	81	154	435	72	
		9%	9%	10%	8%	9%	13%	10%	6%	
							bc	c		
Net: Unacceptable		5456	2806	1341	1466	837	991	3834	1170	
		89%	90%	89%	91%	89%	85%	89%	93%	
							a	a	ab	
Mean Score		1.43	1.41	1.41	1.41	1.43	1.51	1.45	1.38	
							bc	c		
Standard Deviation		.731	.734	.762	.708	.724	.858	.762	.625	
Standard Error		.009	.013	.020	.018	.024	.025	.012	.018	
Error variance		*	*	*	*	*	*	*	*	

Ethics at Work survey 2018 - Global research

Q1.9 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? -

Favouring family or friends when recruiting or awarding contracts

BASE: All respondents

		Country								Gender			Age				Working status		
												I identify in another way/ Prefer not to say							
		Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
Significance Level: 95%		a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b	
Unweighted Total	6119	754	762	784	768	775	756	756	764	3256	2834	29	1804	3127	1184	4	4905	1214	
Weighted Total	6119	754	762	784	768	775	756	756	764	3268	2822	29	1786	3178	1151	4	4914	1205	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Totally acceptable	(4.0)	206	32	48	12	28	7	21	27	29	116	86	3	96	84	25	1	176	29
	3%	4%	6%	2%	4%	1%	3%	4%	4%	4%	4%	3%	12%	5%	3%	2%	25%	4%	2%
		ce	cdefgh		ce		e	ce	ce					bc				b	
Fairly acceptable	(3.0)	972	192	154	51	97	65	130	179	104	529	436	6	373	456	141	2	784	187
	16%	25%	20%	7%	13%	8%	17%	24%	14%	16%	15%	21%		21%	14%	12%	51%	16%	16%
		bdefh	cdeh		ce		cde	cdefh	ce					bc					
Not very acceptable	(2.0)	1763	268	243	189	191	196	222	255	198	939	819	6	574	905	285	-	1380	383
	29%	36%	32%	24%	25%	25%	29%	34%	26%	29%	29%	20%		32%	28%	25%	-	28%	32%
		cdefh	cdeh				cd	cdeh						bc	c			a	
Totally unacceptable	(1.0)	3029	234	288	521	443	492	366	272	414	1615	1403	12	687	1663	678	1	2456	573
	50%	31%	38%	66%	58%	63%	48%	36%	54%	49%	50%	40%		38%	52%	59%	24%	50%	48%
			a	abdfgh	abfg	abdfgh	abg	a	abfg						a	ab			
Don't know		150	27	29	11	8	16	17	23	19	69	79	2	57	71	22	-	116	33
	2%	4%	4%	1%	1%	2%	2%	3%	3%	2%	3%	7%		3%	2%	2%	-	2%	3%
		cd	cde					cd	d					bc					
Net: Acceptable		1177	224	202	63	125	72	151	206	133	646	522	9	469	540	166	3	961	217
	19%	30%	27%	8%	16%	9%	20%	27%	17%	20%	19%	32%		26%	17%	14%	76%	20%	18%
		cdefh	cdefh		ce		ce	cdefh	ce					bc	c				
Net: Unacceptable		4792	502	531	710	635	687	588	527	611	2553	2221	18	1261	2568	963	1	3837	955
	78%	67%	70%	91%	83%	89%	78%	70%	80%	78%	79%	61%		71%	81%	84%	24%	78%	79%
				abdfgh	abfg	abdfgh	abg		abg						a	ab			
Mean Score	1.72	2.03	1.95	1.42	1.62	1.46	1.74	1.95	1.66	1.73	1.71	2.04		1.93	1.67	1.57	2.77	1.73	1.72
		cdefh	cdefh		ce		cde	cdefh	ce					bc	c				
Standard Deviation	.856	.875	.928	.686	.846	.691	.847	.873	.860	.863	.844	1.095		.911	.823	.793	1.246	.864	.819
Standard Error	.011	.032	.034	.025	.031	.025	.031	.032	.032	.015	.016	.211		.022	.015	.023	.623	.012	.024
Error variance	*	*	*	*	*	*	*	*	*	*	*	.04		*	*	*	.39	*	*

Ethics at Work survey 2018 - Global research

Q1.9 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Favouring family or friends when recruiting or awarding contracts

BASE: All respondents

		Public-Private sector		Seniority		People Manager		Sector						
		Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
Significance Level: 95%		a	b	a	b	a	b	a	b	c	d	e	f	
Unweighted Total		6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
Weighted Total		6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Totally acceptable	(4.0)	206	91	114	89	117	140	66	45	19	30	35	59	16
		3%	5%	3%	5%	3%	5%	2%	3%	3%	4%	3%	4%	5%
			b		b		b							
Fairly acceptable	(3.0)	972	278	694	292	680	511	461	272	129	124	161	233	52
		16%	14%	17%	16%	16%	17%	15%	18%	19%	18%	13%	14%	15%
				a					de	de	de			
Not very acceptable	(2.0)	1763	532	1231	482	1281	860	903	481	206	216	333	423	105
		29%	26%	30%	26%	30%	28%	30%	32%	31%	31%	27%	25%	31%
				a		a			de	e	e			e
Totally unacceptable	(1.0)	3029	1067	1962	980	2049	1508	1521	657	301	301	669	937	163
		50%	53%	48%	52%	48%	49%	50%	44%	45%	44%	55%	55%	48%
			b		b							abcf	abcf	
Don't know		150	48	102	29	120	54	96	52	15	20	22	36	6
		2%	2%	2%	2%	3%	2%	3%	3%	2%	3%	2%	2%	2%
						a		a	de					
Net: Acceptable		1177	369	808	380	797	651	527	317	149	155	197	292	68
		19%	18%	20%	20%	19%	21%	17%	21%	22%	22%	16%	17%	20%
							b		de	de	de			
Net: Unacceptable		4792	1600	3192	1462	3330	2368	2424	1138	507	517	1002	1360	268
		78%	79%	78%	78%	78%	77%	80%	76%	76%	75%	82%	81%	78%
								a				abc	abc	
Mean Score		1.72	1.69	1.74	1.72	1.72	1.76	1.69	1.80	1.80	1.83	1.64	1.65	1.76
				a			b		de	de	de			de
Standard Deviation		.856	.880	.843	.898	.836	.893	.814	.850	.857	.887	.824	.852	.881
Standard Error		.011	.020	.013	.021	.013	.016	.015	.022	.033	.034	.024	.021	.048
Error variance		*	*	*	*	*	*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q1.9 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Favouring family or friends when recruiting or awarding contracts

BASE: All respondents

	Size of organisation								Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
	Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
Significance Level: 95%		a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
Unweighted Total	6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106
Weighted Total	6119	445	2028	1227	1555	864	3254	2419	1852	3617	650	964	4777	1401	3873	1669	107
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Totally acceptable	(4.0)	206	9	85	42	51	19	127	94	97	15	70	124	91	95	-	47
	3%	2%	4%	3%	3%	2%	4%	3%	5%	3%	2%	7%	3%	6%	2%	-	44%
			aeg				aeg		bc			b		b		a	
Fairly acceptable	(3.0)	972	69	338	245	224	94	584	312	569	92	190	729	297	555	-	60
	16%	16%	17%	20%	14%	11%	18%	13%	17%	16%	14%	20%	15%	21%	14%	-	56%
		e	eg	abdeg	e		deg					b		b		a	
Not very acceptable	(2.0)	1763	140	641	366	414	202	1007	501	1070	191	285	1353	396	1102	476	-
	29%	32%	32%	30%	27%	23%	31%	25%	27%	30%	29%	30%	28%	28%	28%	28%	-
		deg	deg	eg			deg									b	
Totally unacceptable	(1.0)	3029	212	902	548	839	527	1451	922	1793	314	403	2463	594	2049	1194	-
	50%	48%	45%	45%	54%	61%	45%	56%	50%	50%	48%	42%	52%	42%	53%	72%	-
					abcf	abcdfg		abcf				a		a		b	
Don't know		150	15	61	25	28	21	86	23	89	38	16	108	24	72	-	-
	2%	3%	3%	2%	2%	2%	3%	2%	1%	2%	6%	2%	2%	2%	2%	-	-
			dg							a	ab						
Net: Acceptable		1177	78	424	287	275	113	711	406	665	106	260	853	387	651	-	107
	19%	18%	21%	23%	18%	13%	22%	16%	22%	18%	16%	27%	18%	28%	17%	-	100%
		e	deg	adeg	e		adeg	e	bc			b		b		a	
Net: Unacceptable		4792	352	1543	915	1252	729	2458	1423	2863	506	688	3816	990	3151	1669	-
	78%	79%	76%	75%	81%	84%	76%	82%	77%	79%	78%	71%	80%	71%	81%	100%	-
					bef	abdef		bef		a		a		a		b	
Mean Score	1.72	1.71	1.80	1.82	1.66	1.53	1.81	1.62	1.77	1.71	1.68	1.92	1.68	1.92	1.66	1.28	3.44
		eg	deg	adeg	e		adeg	e	bc			b		b		a	
Standard Deviation	.856	.809	.875	.876	.846	.780	.875	.826	.910	.833	.812	.956	.830	.951	.817	.451	.499
Standard Error	.011	.039	.020	.025	.022	.027	.016	.017	.021	.014	.033	.031	.012	.026	.013	.011	.048
Error variance	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q1.9 Below is a list of things that sometimes happen in the workplace. To what extent, if at all, do you think that each of the following actions is acceptable? - Favouring family or friends when recruiting or awarding contracts

BASE: All respondents

		Employer support				Employer provision of information				
		Total	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None	
Significance Level: 95%			a	b	c	d	a	b	c	
Unweighted Total		6119	3103	1491	1612	939	1157	4319	1262	
Weighted Total		6119	3114	1499	1615	936	1162	4325	1257	
		100%	100%	100%	100%	100%	100%	100%	100%	
Totally acceptable		(4.0)	206	120	71	50	31	65	161	30
		3%	4%	5%	3%	3%	6%	4%	2%	
				c			bc	c		
Fairly acceptable		(3.0)	972	484	209	275	140	163	681	214
		16%	16%	14%	17%	15%	14%	16%	17%	
					b				a	
Not very acceptable		(2.0)	1763	864	390	474	256	258	1186	414
		29%	28%	26%	29%	27%	22%	27%	33%	
					b			a	ab	
Totally unacceptable		(1.0)	3029	1594	809	786	492	659	2226	573
		50%	51%	54%	49%	53%	57%	51%	46%	
				c			bc	c		
Don't know			150	52	20	31	17	17	72	26
		2%	2%	1%	2%	2%	1%	2%	2%	
Net: Acceptable			1177	604	280	324	171	228	842	244
		19%	19%	19%	20%	18%	20%	19%	19%	
Net: Unacceptable			4792	2458	1199	1259	748	917	3411	987
		78%	79%	80%	78%	80%	79%	79%	79%	
Mean Score			1.72	1.69	1.74	1.69	1.68	1.71	1.76	
									a	
Standard Deviation			.856	.869	.885	.851	.919	.867	.825	
Standard Error			.011	.016	.023	.021	.027	.013	.023	
Error variance			*	*	*	*	*	*	*	

Ethics at Work survey 2018 - Global research

Q2. In your organisation's daily operations, would you say that honesty is practiced...?

BASE: All respondents

	Country								Gender			Age				Working status	
											I identify in another way/ Prefer not to say						
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
Significance Level: 95%																	
Unweighted Total	6119	754	762	784	768	775	756	764	3256	2834	29	1804	3127	1184	4	4905	1214
Weighted Total	6119	754	762	784	768	775	756	764	3268	2822	29	1786	3178	1151	4	4914	1205
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Always	1783	223	119	278	214	276	297	151	958	816	9	435	941	406	1	1409	374
	29%	30%	16%	35%	28%	36%	39%	20%	29%	29%	32%	24%	30%	35%	25%	29%	31%
		bg		abdgh	bg	abdgh	abdgh	b					a	ab			
Frequently	2998	310	410	409	368	386	302	418	1620	1366	12	898	1560	538	3	2430	568
	49%	41%	54%	52%	48%	50%	40%	55%	50%	48%	41%	50%	49%	47%	75%	49%	47%
		adf	af	af	af		adef	af									
Occasionally	909	142	154	70	121	78	108	139	466	438	5	350	443	116	-	727	182
	15%	19%	20%	9%	16%	10%	14%	18%	14%	16%	16%	20%	14%	10%	-	15%	15%
		cefh	cdefh		ce		ce	cefh				bc	c				
Rarely	282	52	56	19	47	25	22	40	145	134	3	68	161	52	-	236	46
	5%	7%	7%	2%	6%	3%	3%	5%	4%	5%	11%	4%	5%	5%	-	5%	4%
		cefh	cefh		cefh		cefh	cefh					a				
Never	42	13	8	-	10	-	6	1	21	20	-	12	21	9	-	36	6
	1%	2%	1%	-	1%	-	1%	*	1%	1%	-	1%	1%	1%	-	1%	*
		cegh	ceg		ceg		ce	ce									
Don't know	105	14	15	8	9	10	21	7	57	48	-	23	53	29	-	76	29
	2%	2%	2%	1%	1%	1%	3%	1%	2%	2%	-	1%	2%	3%	-	2%	2%
							cdeg	cdeg						a			a
Net: Always / Frequently	4782	533	529	686	582	662	599	569	2578	2182	21	1333	2501	944	4	3839	942
	78%	71%	69%	88%	76%	85%	79%	75%	79%	77%	73%	75%	79%	82%	100%	78%	78%
				abdfgh	ab	abdfgh	ab	ab					a	ab			
Net: Rarely / Never	324	65	64	19	56	25	28	41	167	154	3	80	182	62	-	272	52
	5%	9%	8%	2%	7%	3%	4%	5%	5%	5%	11%	4%	6%	5%	-	6%	4%
		cefgh	cefgh		cefh		ceh										

Ethics at Work survey 2018 - Global research

Q2. In your organisation's daily operations, would you say that honesty is practiced...?

BASE: All respondents

		Public-Private sector		Seniority		People Manager		Sector					
								Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
	Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager						
Significance Level: 95%		a	b	a	b	a	b	a	b	c	d	e	f
Unweighted Total	6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
Weighted Total	6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Always	1783	513	1271	689	1095	890	893	415	206	237	413	421	91
	29%	25%	31%	37%	26%	29%	29%	28%	31%	34%	34%	25%	27%
			a	b					e	aef	aef		
Frequently	2998	1000	1998	894	2105	1574	1424	709	321	301	598	881	187
	49%	50%	49%	48%	50%	51%	47%	47%	48%	44%	49%	52%	55%
					b	b				c	c	ac	abc
Occasionally	909	347	562	215	694	458	451	263	106	92	156	252	40
	15%	17%	14%	11%	16%	15%	15%	17%	16%	13%	13%	15%	12%
		b		a				cdf					
Rarely	282	110	172	46	237	114	168	78	28	37	31	89	19
	5%	5%	4%	2%	6%	4%	6%	5%	4%	5%	3%	5%	5%
		b		a	a	a	a	d	d	d	d	d	d
Never	42	11	30	11	31	21	21	13	3	6	6	12	2
	1%	1%	1%	1%	1%	1%	1%	1%	*	1%	*	1%	1%
Don't know	105	34	70	18	87	14	90	28	6	18	16	33	3
	2%	2%	2%	1%	2%	*	3%	2%	1%	3%	1%	2%	1%
					a		a			bd			
Net: Always / Frequently	4782	1513	3269	1582	3199	2465	2317	1125	527	538	1011	1302	278
	78%	75%	80%	85%	75%	80%	76%	75%	79%	78%	83%	77%	82%
			a	b		b		a	a	abce		a	
Net: Rarely / Never	324	122	202	56	267	135	189	91	31	43	37	101	21
	5%	6%	5%	3%	6%	4%	6%	6%	5%	6%	3%	6%	6%
					a	a	a	d	d	d	d	d	d

Ethics at Work survey 2018 - Global research

Q2. In your organisation's daily operations, would you say that honesty is practiced...?

BASE: All respondents

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics			
		Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)											
Total	Sole trader							Yes	No	Don't know	Yes	No	Yes	No	Yes	No	Most ethical	Least ethical
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b	a	b
6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106		
6119	445	2028	1227	1555	864	3254	2419	1852	3617	650	964	4777	1401	3873	1669	107		
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		
1783	256	678	310	351	188	988	539	369	1280	135	238	1479	516	1015	603	38		
29%	58%	33%	25%	23%	22%	30%	22%	20%	35%	21%	25%	31%	37%	26%	36%	36%		
	bcdefg	cdefg	g			cdeg			ac			a	b					
2998	135	979	607	816	461	1586	1277	849	1869	280	429	2406	665	1928	778	46		
49%	30%	48%	49%	52%	53%	49%	53%	46%	52%	43%	44%	50%	47%	50%	47%	43%		
		a	a	abf	abf	a	abf		ac			a						
909	24	258	223	262	142	481	403	441	323	145	192	628	181	612	182	16		
15%	5%	13%	18%	17%	16%	15%	17%	24%	9%	22%	20%	13%	13%	16%	11%	15%		
		a	abf	ab	ab	ab	ab	b		b	b		a					
282	14	77	61	84	46	138	131	155	89	39	87	166	27	222	74	5		
5%	3%	4%	5%	5%	5%	4%	5%	8%	2%	6%	9%	3%	2%	6%	4%	4%		
				ab			abf	bc		b	b			a				
42	2	10	5	16	9	15	25	26	7	9	11	20	2	33	10	2		
1%	*	*	*	1%	1%	*	1%	1%	*	1%	1%	*	*	1%	1%	2%		
				f			bf	b		b	b		a					
105	14	26	20	27	18	46	44	13	49	42	8	79	11	64	22	-		
2%	3%	1%	2%	2%	2%	1%	2%	1%	1%	6%	1%	2%	1%	2%	1%	-		
	bf								a	ab		a		a				
4782	392	1657	917	1167	649	2574	1816	1217	3149	415	666	3885	1180	2943	1381	85		
78%	88%	82%	75%	75%	75%	79%	75%	66%	87%	64%	69%	81%	84%	76%	83%	79%		
	bcdefg	cdefg				cdeg			ac			a	b					
324	15	86	67	100	55	153	155	180	96	47	98	185	28	255	84	6		
5%	3%	4%	5%	6%	6%	5%	6%	10%	3%	7%	10%	4%	2%	7%	5%	6%		
				abf	abf		abf	b		b	b		a					

Ethics at Work survey 2018 - Global research

Q2. In your organisation's daily operations, would you say that honesty is practiced...?

BASE: All respondents

Significance Level: 95%

Unweighted Total

Weighted Total

Always

Frequently

Occasionally

Rarely

Never

Don't know

Net: Always / Frequently

Net: Rarely / Never

	Total	Employer support				Employer provision of information		
		Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
		a	b	c	d	a	b	c
Unweighted Total	6119	3103	1491	1612	939	1157	4319	1262
Weighted Total	6119	3114	1499	1615	936	1162	4325	1257
	100%	100%	100%	100%	100%	100%	100%	100%
Always	1783 29%	1172 38% cd	665 44% acd	507 31% d	126 13%	443 38% bc	1287 30%	370 29%
Frequently	2998 49%	1591 51% bd	692 46% d	899 56% abd	369 39%	556 48%	2205 51% c	555 44%
Occasionally	909 15%	272 9%	110 7%	162 10% b	255 27% abc	128 11%	610 14% a	202 16% a
Rarely	282 5%	55 2%	23 2%	33 2%	142 15% abc	23 2%	157 4% a	92 7% ab
Never	42 1%	3 *	1 *	2 *	30 3% abc	3 *	15 *	19 2% ab
Don't know	105 2%	21 1%	8 1%	13 1%	16 2% abc	8 1%	52 1%	19 1%
Net: Always / Frequently	4782 78%	2763 89% d	1357 91% cd	1406 87% d	494 53%	999 86% bc	3492 81% c	925 74%
Net: Rarely / Never	324 5%	58 2%	24 2%	35 2%	171 18% abc	26 2%	171 4% a	111 9% ab

Ethics at Work survey 2018 - Global research

Q3. During the past year at work, have you been aware of any conduct by your employer or colleagues that you thought violated either the law or your organisation's ethical standards?

BASE: All respondents

	Country								Gender			Age				Working status	
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
Significance Level: 95%																	
Unweighted Total	6119	754	762	784	768	775	756	764	3256	2834	29	1804	3127	1184	4	4905	1214
Weighted Total	6119	754	762	784	768	775	756	764	3268	2822	29	1786	3178	1151	4	4914	1205
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	1852	257	192	216	225	271	304	202	1016	825	11	616	951	284	1	1567	285
	30%	34%	25%	28%	29%	35%	40%	27%	31%	29%	37%	35%	30%	25%	25%	32%	24%
	bcdgh			h	bcdgh	abcdegh						bc	c			b	
No	3617	423	491	495	472	382	379	459	1924	1681	13	980	1889	746	3	2842	775
	59%	56%	64%	63%	61%	49%	50%	61%	59%	60%	46%	55%	59%	65%	75%	58%	64%
	ef	aef	aef	aef			ef	adefg					a	ab			a
Don't know	650	74	79	73	71	122	73	95	328	317	5	190	338	122	-	505	145
	11%	10%	10%	9%	9%	16%	10%	13%	10%	11%	17%	11%	11%	11%	-	10%	12%
					abcdfh		cdh										

Ethics at Work survey 2018 - Global research

Q3. During the past year at work, have you been aware of any conduct by your employer or colleagues that you thought violated either the law or your organisation's ethical standards?

BASE: All respondents

Significance Level: 95%

	Public-Private sector		Seniority		People Manager		Sector					
	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
	a	b	a	b	a	b	a	b	c	d	e	f
Unweighted Total	6119	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
Weighted Total	6119	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	1852	1198	627	1225	1098	754	458	184	211	345	560	94
	30%	29%	34%	29%	36%	25%	30%	27%	30%	28%	33%	28%
	b		b		b						bdf	
No	3617	2487	1132	2486	1737	1881	872	420	406	753	949	217
	59%	61%	60%	59%	57%	62%	58%	63%	59%	62%	56%	64%
		a				a		ae		ae		e
Don't know	650	418	113	537	238	412	177	67	75	122	179	30
	11%	10%	6%	13%	8%	14%	12%	10%	11%	10%	11%	9%
				a		a						

Ethics at Work survey 2018 - Global research

Q3. During the past year at work, have you been aware of any conduct by your employer or colleagues that you thought violated either the law or your organisation's ethical standards?

BASE: All respondents

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
							Net: Large/ very large (250+)									
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)		Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106
6119	445	2028	1227	1555	864	3254	2419	1852	3617	650	964	4777	1401	3873	1669	107
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1852	46	547	399	554	306	946	860	1852	-	-	622	1103	454	1249	523	55
30%	10%	27%	33%	36%	35%	29%	36%	100%	-	-	65%	23%	32%	32%	31%	52%
		a	abf	abf	abf	a	abf	bc			b				a	
3617	352	1281	692	836	456	1973	1292	-	3617	-	255	3247	848	2257	980	45
59%	79%	63%	56%	54%	53%	61%	53%	-	100%	-	26%	68%	61%	58%	59%	42%
	bcdefg	cdeg				cdeg			ac		a				b	
650	47	200	135	166	102	335	268	-	-	650	87	427	99	367	167	7
11%	11%	10%	11%	11%	12%	10%	11%	-	-	100%	9%	9%	7%	9%	10%	6%
										ab				a		

Ethics at Work survey 2018 - Global research

Q3. During the past year at work, have you been aware of any conduct by your employer or colleagues that you thought violated either the law or your organisation's ethical standards?

BASE: All respondents

Significance Level: 95%

Unweighted Total

Weighted Total

Yes

No

Don't know

	Total	Employer support				Employer provision of information		
		Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
		a	b	c	d	a	b	c
Unweighted Total	6119	3103	1491	1612	939	1157	4319	1262
Weighted Total	6119	3114	1499	1615	936	1162	4325	1257
	100%	100%	100%	100%	100%	100%	100%	100%
Yes	1852 30%	717 23%	320 21%	397 25% b	558 60% abc	319 27%	1353 31% a	393 31% a
No	3617 59%	2173 70% cd	1094 73% acd	1079 67% d	290 31%	761 66% bc	2562 59%	756 60%
Don't know	650 11%	224 7% b	85 6%	139 9% b	88 9% ab	81 7%	410 9% a	109 9%

Ethics at Work survey 2018 - Global research

Q4. Which, if any, of the following types of misconduct were you aware of?

BASE: All who are aware of legal or ethical violations at work

	Country								Gender			Age				Working status	
											I identify in another way/ Prefer not to say						
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
Significance Level: 95%																	
Unweighted Total	1854	258	191	217	226	272	304	202	1017	826	11	625	935	293	1	1567	287
Weighted Total	1852	257	192	216	225	271	304	202	1016	825	11	616	951	284	1	1567	285
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
People treated inappropriately / unethically	848	104	63	118	100	141	146	88	448	396	4	265	431	151	1	717	131
	46%	40%	33%	54%	45%	52%	48%	44%	44%	48%	38%	43%	45%	53%	100%	46%	46%
			abdg	b	ab	b	b	b						ab			
Misreporting hours worked	643	75	64	82	89	75	104	100	359	281	4	197	343	102	-	556	87
	35%	29%	34%	38%	39%	28%	34%	50%	35%	34%	34%	32%	36%	36%	-	35%	31%
			ae	ae			abcde	h									
Safety violations	554	94	66	59	76	34	107	53	361	192	1	175	298	81	-	471	83
	30%	36%	35%	27%	34%	13%	35%	26%	36%	23%	9%	28%	31%	29%	-	30%	29%
		ceg	e	e	e		eg	e	b								
Abusive behaviour	545	69	63	57	58	103	81	66	305	239	1	159	303	82	-	482	63
	29%	27%	33%	26%	26%	38%	27%	33%	30%	29%	9%	26%	32%	29%	-	31%	22%
						acdfh							a			b	
Bullying / harassment	482	77	68	97	23	38	40	65	246	234	2	155	249	78	-	414	68
	26%	30%	35%	45%	10%	14%	13%	32%	24%	28%	19%	25%	26%	28%	-	26%	24%
		def	def	adefg				def		a							
Improper hiring practices (e.g. favouring family or friends)	422	60	29	51	53	64	92	34	232	187	3	138	221	63	-	361	61
	23%	23%	15%	23%	24%	24%	30%	17%	23%	23%	25%	22%	23%	22%	-	23%	21%
		b		b	b	b	bgh										
Stealing	355	54	36	36	32	55	57	45	208	145	3	120	179	56	-	301	54
	19%	21%	19%	17%	14%	20%	19%	22%	20%	18%	28%	20%	19%	20%	-	19%	19%
								d									
Fraud	260	46	35	24	23	29	36	30	173	85	2	99	130	31	-	239	21
	14%	18%	18%	11%	10%	11%	12%	15%	17%	10%	19%	16%	14%	11%	-	15%	7%
		cdef	cdef					cdef	b			c				b	
Discrimination (e.g. by race, gender, age)	99	13	8	18	8	6	12	21	48	50	1	28	50	21	-	85	14
	5%	5%	4%	8%	4%	2%	4%	10%	5%	6%	9%	4%	5%	8%	-	5%	5%
				def				abdef									
Other	100	11	10	17	12	7	11	19	49	50	-	27	54	19	-	81	18
	5%	4%	5%	8%	5%	3%	4%	9%	5%	6%	-	4%	6%	7%	-	5%	6%
				ef				aef									

Ethics at Work survey 2018 - Global research

Q4. Which, if any, of the following types of misconduct were you aware of?

BASE: All who are aware of legal or ethical violations at work

		Public-Private sector		Seniority		People Manager		Sector					
								Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
	Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager						
Significance Level: 95%		a	b	a	b	a	b	a	b	c	d	e	f
Unweighted Total	1854	659	1195	625	1229	1099	755	458	184	210	344	564	94
Weighted Total	1852	654	1198	627	1225	1098	754	458	184	211	345	560	94
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
People treated inappropriately / unethically	848 46%	321 49% b	526 44%	252 40%	596 49% a	454 41%	394 52% a	209 46%	80 43%	92 44%	146 42%	287 51% df	33 35%
Misreporting hours worked	643 35%	250 38% b	393 33%	215 34%	428 35%	407 37% b	236 31%	147 32%	65 35%	78 37%	107 31%	210 38%	35 37%
Safety violations	554 30%	173 26%	382 32% a	186 30%	369 30%	340 31%	214 28%	182 40% cdef	62 34% ef	58 27%	100 29%	135 24%	19 20%
Abusive behaviour	545 29%	194 30%	351 29%	184 29%	361 29%	319 29%	226 30%	138 30% b	40 21%	56 27%	98 28%	182 33% b	31 33% b
Bullying / harassment	482 26%	187 29%	295 25%	168 27%	314 26%	289 26%	193 26%	111 24%	51 27% c	39 19%	98 28% c	160 29% c	23 24%
Improper hiring practices (e.g. favouring family or friends)	422 23%	146 22%	276 23%	135 22%	286 23%	250 23%	171 23%	105 23%	41 22%	42 20%	85 25%	132 24%	18 19%
Stealing	355 19%	121 18%	234 20%	138 22% b	217 18%	229 21% b	127 17%	109 24% de	46 25% de	44 21%	54 16%	87 16%	15 16%
Fraud	260 14%	92 14%	168 14%	124 20% b	136 11%	175 16% b	85 11%	70 15% b	17 9%	21 10%	63 18% bce	74 13%	15 16%
Discrimination (e.g. by race, gender, age)	99 5%	34 5%	65 5%	27 4%	73 6%	49 4%	50 7% a	25 5%	8 4%	12 6%	21 6%	29 5%	4 4%
Other	100 5%	39 6%	61 5%	33 5%	67 5%	45 4%	54 7% a	21 5%	9 5%	4 2%	27 8% c	36 7% c	3 3%

Ethics at Work survey 2018 - Global research

Q4. Which, if any, of the following types of misconduct were you aware of?

BASE: All who are aware of legal or ethical violations at work

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics			
							Net: Large/ very large (250+)											
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)		Yes	No	Don't know	Yes	No	Yes	No	Yes	No	Most ethical	Least ethical
	a	b	c	d	e	f	g	a	*b	*c	a	b	a	b	a	b	a	b
1854	46	548	400	555	305	948	860	1854	-	-	624	1103	454	1249	524	55		
1852	46	547	399	554	306	946	860	1852	-	-	622	1103	454	1249	523	55		
100%	100%	100%	100%	100%	100%	100%	100%	100%	-	-	100%	100%	100%	100%	100%	100%		
848	20	241	159	269	158	400	427	848	-	-	320	462	158	630	263	19		
46%	45%	44%	40%	49%	52%	42%	50%	46%	-	-	52%	42%	35%	50%	50%	35%		
				cf	bcf		bcf				b			a	b			
643	10	176	144	208	105	320	313	643	-	-	231	374	139	461	172	16		
35%	21%	32%	36%	38%	34%	34%	36%	35%			37%	34%	31%	37%	33%	29%		
			a	a			a							a				
554	6	150	125	192	82	275	274	554	-	-	239	282	130	388	158	20		
30%	13%	27%	31%	35%	27%	29%	32%	30%	-	-	38%	26%	29%	31%	30%	36%		
		a	a	abef	a	a	a				b							
545	9	149	126	165	95	275	260	545	-	-	208	300	128	371	152	21		
29%	21%	27%	32%	30%	31%	29%	30%	29%	-	-	33%	27%	28%	30%	29%	38%		
											b							
482	7	103	95	177	99	198	276	482	-	-	212	239	108	329	137	14		
26%	16%	19%	24%	32%	32%	21%	32%	26%	-	-	34%	22%	24%	26%	26%	25%		
				abcf	abcf		abcf				b							
422	10	97	106	136	73	203	209	422	-	-	178	223	92	308	113	14		
23%	22%	18%	27%	25%	24%	21%	24%	23%	-	-	29%	20%	20%	25%	22%	24%		
			bf	b	b		b				b							
355	4	104	68	114	64	173	178	355	-	-	134	206	115	212	108	12		
19%	9%	19%	17%	21%	21%	18%	21%	19%	-	-	22%	19%	25%	17%	21%	22%		
													b					
260	4	82	47	83	45	129	127	260	-	-	108	136	76	167	67	15		
14%	9%	15%	12%	15%	15%	14%	15%	14%	-	-	17%	12%	17%	13%	13%	27%		
											b					a		
99	3	27	22	26	21	49	47	99	-	-	39	55	9	76	26	2		
5%	7%	5%	5%	5%	7%	5%	6%	5%	-	-	6%	5%	2%	6%	5%	4%		
														a				
100	4	31	19	31	14	50	45	100	-	-	22	68	11	75	26	1		
5%	9%	6%	5%	6%	5%	5%	5%	5%	-	-	3%	6%	2%	6%	5%	2%		
											a			a				

Ethics at Work survey 2018 - Global research

Q4. Which, if any, of the following types of misconduct were you aware of?

BASE: All who are aware of legal or ethical violations at work

	Total	Employer support				Employer provision of information		
		Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	c	d	a	b	c
Unweighted Total	1854	715	319	396	560	315	1353	395
Weighted Total	1852	717	320	397	558	319	1353	393
	100%	100%	100%	100%	100%	100%	100%	100%
People treated inappropriately / unethically	848 46%	254 35%	99 31%	154 39% b	353 63% abc	123 38%	599 44%	194 49% a
Misreporting hours worked	643 35%	242 34%	115 36%	126 32%	218 39% ac	111 35%	458 34%	151 38%
Safety violations	554 30%	215 30%	106 33%	109 28%	188 34% c	94 30%	412 30%	112 29%
Abusive behaviour	545 29%	192 27%	89 28%	104 26%	204 37% abc	89 28%	401 30%	109 28%
Bullying / harassment	482 26%	155 22%	77 24%	78 20%	205 37% abc	90 28%	371 27%	91 23%
Improper hiring practices (e.g. favouring family or friends)	422 23%	117 16%	43 14%	74 19%	180 32% abc	68 21%	308 23%	84 21%
Stealing	355 19%	160 22% d	78 24% d	82 21%	96 17%	78 24% c	281 21% c	59 15%
Fraud	260 14%	109 15%	55 17%	54 14%	98 18%	51 16%	186 14%	62 16%
Discrimination (e.g. by race, gender, age)	99 5%	12 2%	5 2%	7 2%	54 10% abc	12 4%	66 5%	25 6%
Other	100 5%	33 5%	17 5%	16 4%	29 5%	13 4%	63 5%	29 7% b

Ethics at Work survey 2018 - Global research

Q5. Did you raise or speak up about any of your concerns with management, another appropriate person, or through any other mechanism?

BASE: All who are aware of legal or ethical violations at work

	Country								Gender			Age				Working status		
											I identify in another way/ Prefer not to say							
	Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
Significance Level: 95%		a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
Unweighted Total	1854	258	191	217	226	272	304	202	184	1017	826	11	625	935	293	1	1567	287
Weighted Total	1852	257	192	216	225	271	304	202	185	1016	825	11	616	951	284	1	1567	285
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	1008	134	109	119	113	133	160	118	123	569	431	8	330	512	166	-	856	152
	54%	52%	57%	55%	50%	49%	53%	58%	67%	56%	52%	71%	54%	54%	58%	-	55%	53%
								e	acdef									
No	804	118	74	96	102	134	138	80	61	427	376	2	273	420	111	-	680	124
	43%	46%	39%	44%	46%	49%	45%	40%	33%	42%	46%	19%	44%	44%	39%	-	43%	44%
		h		h	h	bgh	h											
Don't know	40	5	9	1	10	4	6	4	1	21	19	1	14	19	7	1	31	9
	2%	2%	5%	*	4%	2%	2%	2%	1%	2%	2%	9%	2%	2%	2%	100%	2%	3%
			ch		ch													

Ethics at Work survey 2018 - Global research

Q5. Did you raise or speak up about any of your concerns with management, another appropriate person, or through any other mechanism?

BASE: All who are aware of legal or ethical violations at work

Significance Level: 95%

Unweighted Total

Weighted Total

Yes

No

Don't know

	Public-Private sector		Seniority		People Manager		Sector					
Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
	a	b	a	b	a	b	a	b	c	d	e	f
1854	659	1195	625	1229	1099	755	458	184	210	344	564	94
1852	654	1198	627	1225	1098	754	458	184	211	345	560	94
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1008	350	658	441	566	677	331	255	107	124	180	291	49
54%	53%	55%	70% b	46%	62% b	44%	56%	58%	59%	52%	52%	52%
804	291	513	179	626	399	405	191	72	83	156	259	43
43%	44%	43%	28%	51% a	36%	54% a	42%	39%	40%	45%	46%	45%
40	14	27	7	33	21	19	12	5	3	8	10	3
2%	2%	2%	1%	3% a	2%	3%	3%	3%	1%	2%	2%	3%

Ethics at Work survey 2018 - Global research

Q5. Did you raise or speak up about any of your concerns with management, another appropriate person, or through any other mechanism?

BASE: All who are aware of legal or ethical violations at work

		Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
	Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
Significance Level: 95%		a	b	c	d	e	f	g	a	*b	*c	a	b	a	b	a	b
Unweighted Total	1854	46	548	400	555	305	948	860	1854	-	-	624	1103	454	1249	524	55
Weighted Total	1852	46	547	399	554	306	946	860	1852	-	-	622	1103	454	1249	523	55
	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	-	100%	100%	100%	100%	100%	100%
Yes	1008	27	295	208	312	166	503	478	1008	-	-	382	576	340	594	305	42
	54%	59%	54%	52%	56%	54%	53%	56%	54%	-	-	61%	52%	75%	48%	58%	76%
												b		b		a	
No	804	15	238	187	230	135	424	365	804	-	-	233	508	107	632	206	14
	43%	33%	43%	47%	41%	44%	45%	42%	43%	-	-	37%	46%	23%	51%	39%	24%
												a		a		b	
Don't know	40	4	14	5	12	5	19	17	40	-	-	7	19	7	23	13	-
	2%	8%	3%	1%	2%	2%	2%	2%	2%	-	-	1%	2%	2%	2%	2%	-
		bcdefg															

Ethics at Work survey 2018 - Global research

Q5. Did you raise or speak up about any of your concerns with management, another appropriate person, or through any other mechanism?

BASE: All who are aware of legal or ethical violations at work

Significance Level: 95%

Unweighted Total

Weighted Total

Yes

No

Don't know

	Total	Employer support				Employer provision of information		
		Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
		a	b	c	d	a	b	c
Unweighted Total	1854	715	319	396	560	315	1353	395
Weighted Total	1852	717	320	397	558	319	1353	393
	100%	100%	100%	100%	100%	100%	100%	100%
Yes	1008	477	225	251	263	232	810	164
	54%	66%	70%	63%	47%	73%	60%	42%
		d	cd	d		bc	c	
No	804	227	85	142	289	85	519	221
	43%	32%	27%	36%	52%	26%	38%	56%
				b	abc		a	ab
Don't know	40	14	10	4	6	3	24	8
	2%	2%	3%	1%	1%	1%	2%	2%
			cd					

Ethics at Work survey 2018 - Global research

Q6. After raising or speaking up about your concerns, how satisfied or dissatisfied were you with the outcome?

BASE: All who are aware of legal or ethical violations at work, and raised their concerns

		Country									Gender			Age				Working status	
													I identify in another way/ Prefer not to say						
		Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
Significance Level: 95%			a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
Unweighted Total		1008	134	108	119	114	133	160	118	122	570	430	8	331	504	173	-	857	151
Weighted Total		1008	134	109	119	113	133	160	118	123	569	431	8	330	512	166	-	856	152
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%
Very satisfied		(4.0)	154	17	25	10	15	24	25	11	81	73	-	67	66	21	-	133	21
		15%	13%	23%	8%	13%	18%	16%	9%	22%	14%	17%	-	20%	13%	13%	-	16%	14%
				acg			cg			cg				bc					
Fairly satisfied		(3.0)	359	44	35	37	42	48	70	37	218	137	4	125	176	58	-	303	56
		36%	33%	32%	31%	38%	36%	44%	31%	37%	38%	32%	52%	38%	34%	35%	-	35%	37%
							cg				b								
Fairly dissatisfied		(2.0)	216	32	19	33	22	19	36	32	123	90	3	59	120	37	-	188	28
		21%	24%	18%	28%	19%	14%	23%	27%	19%	22%	21%	39%	18%	23%	22%	-	22%	19%
			e		e				e										
Very dissatisfied		(1.0)	256	36	27	34	31	41	26	35	135	120	1	71	137	48	-	213	43
		25%	27%	25%	28%	28%	31%	16%	30%	21%	24%	28%	9%	22%	27%	29%	-	25%	28%
			f		f	f	f		f										
Don't know			22	4	2	5	3	1	3	3	11	11	-	7	14	1	-	19	3
		2%	3%	2%	4%	2%	1%	2%	3%	1%	2%	3%	-	2%	3%	*	-	2%	2%
Net: Satisfied			514	62	60	47	57	72	95	48	300	210	4	192	242	79	-	436	77
		51%	46%	55%	40%	51%	54%	59%	41%	59%	53%	49%	52%	58%	47%	48%	-	51%	51%
				cg			cg	acg		acg				bc					
Net: Dissatisfied			472	68	46	67	53	60	62	67	259	210	4	130	256	86	-	401	71
		47%	51%	43%	56%	47%	45%	39%	57%	40%	45%	49%	48%	40%	50%	52%	-	47%	47%
			f		bfh				bfh						a	a			
Mean Score			2.42	2.33	2.55	2.20	2.37	2.41	2.60	2.21	2.44	2.39	2.43	2.58	2.34	2.32	-	2.43	2.38
				cg				acg		acg				bc					
Standard Deviation			1.038	1.026	1.112	.970	1.039	1.114	.947	.986	1.012	1.078	.696	1.050	1.020	1.035	-	1.036	1.053
Standard Error			.033	.090	.108	.091	.099	.097	.076	.092	.043	.053	.246	.058	.046	.079	-	.036	.087
Error variance			*	.01	.01	.01	.01	.01	.01	.01	*	*	.06	*	*	.01	-	*	.01

Ethics at Work survey 2018 - Global research

Q6. After raising or speaking up about your concerns, how satisfied or dissatisfied were you with the outcome?

BASE: All who are aware of legal or ethical violations at work, and raised their concerns

		Public-Private sector		Seniority		People Manager		Sector							
		Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	
Significance Level: 95%			a	b	a	b	a	b	a	b	c	d	e	f	
Unweighted Total		1008	352	656	441	567	680	328	253	105	125	182	294	49	
Weighted Total		1008	350	658	441	566	677	331	255	107	124	180	291	49	
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Very satisfied	(4.0)	154	47	107	100	54	125	29	45	20	23	27	29	9	
		15%	13%	16%	23% b	10%	18% b	9%	18% e	19% e	19% e	15%	10%	19%	
Fairly satisfied	(3.0)	359	119	240	189	170	278	81	93	43	43	70	85	24	
		36%	34%	37%	43% b	30%	41% b	24%	36% e	40% e	35% e	39% e	29%	49% e	
Fairly dissatisfied	(2.0)	216	80	137	79	137	135	81	57	12	27	39	73	8	
		21%	23%	21%	18% a	24% a	20% a	24%	22% b	11% b	22% b	22% b	25% b	16%	
Very dissatisfied	(1.0)	256	98	159	69	187	129	127	54	28	29	40	98	8	
		25%	28%	24%	16% a	33% a	19% a	38% a	21% a	26% a	23% a	22% a	34% acdf	16%	
Don't know		22	7	15	3	19	9	13	7	4	2	3	6	-	
		2%	2%	2%	1% a	3% a	1% a	4% a	3% a	4% a	1% a	2% a	2% a	-	
Net: Satisfied		514	166	348	290	224	404	110	138	63	67	98	114	33	
		51%	47%	53%	66% b	40%	60% b	33%	54% e	59% e	54% e	54% e	39%	67% e	
Net: Dissatisfied		472	177	295	149	324	264	208	110	39	56	80	171	16	
		47%	51%	45%	34% a	57% a	39% a	63% a	43% a	37% a	45% a	44% a	59% abcdnf	33% a	
Mean Score		2.42	2.34	2.46	2.73 b	2.17	2.60 b	2.04	2.52 e	2.54 e	2.50 e	2.48 e	2.16	2.70 e	
Standard Deviation		1.038	1.034	1.038	.986	1.010	1.002	1.012	1.023	1.092	1.051	1.010	1.015	.965	
Standard Error		.033	.056	.041	.047	.043	.039	.057	.065	.109	.095	.075	.060	.138	
Error variance		*	*	*	*	*	*	*	*	.01	.01	.01	*	.02	

Ethics at Work survey 2018 - Global research

Q6. After raising or speaking up about your concerns, how satisfied or dissatisfied were you with the outcome?

BASE: All who are aware of legal or ethical violations at work, and raised their concerns

			Size of organisation						Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics		
		Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
Significance Level: 95%			*a	b	c	d	e	f	g	a	*b	*c	a	b	a	b	a	b
Unweighted Total		1008	27	297	207	313	164	504	477	1008	-	-	382	576	338	596	307	42
Weighted Total		1008	27	295	208	312	166	503	478	1008	-	-	382	576	340	594	305	42
		100%	100%	100%	100%	100%	100%	100%	100%	100%	-	-	100%	100%	100%	100%	100%	100%
Very satisfied	(4.0)	154	7	49	25	51	22	75	73	154	-	-	62	90	103	43	41	24
		15%	24%	17%	12%	16%	13%	15%	15%	15%	-	-	16%	16%	30% b	7%	14%	56% a
Fairly satisfied	(3.0)	359	8	114	92	106	40	206	146	359	-	-	131	217	167	171	117	14
		36%	28%	39% eg	44% deg	34% e	24%	41% deg	31%	36%	-	-	34%	38%	49% b	29%	38%	34%
Fairly dissatisfied	(2.0)	216	4	54	48	67	42	102	110	216	-	-	71	135	41	150	71	1
		21%	14%	18%	23%	22%	26%	20%	23%	21%	-	-	19%	24%	12% a	25% a	23% b	2%
Very dissatisfied	(1.0)	256	8	73	36	81	57	109	139	256	-	-	115	118	25	215	74	3
		25%	30%	25% c	17%	26% c	34% bcf	22%	29% cf	25%	-	-	30% b	20%	7% a	36% a	24% b	7%
Don't know		22	1	4	7	6	4	11	10	22	-	-	4	15	4	15	2	-
		2%	3%	1%	3%	2%	2%	2%	2%	2%	-	-	1%	3%	1%	2%	1%	-
Net: Satisfied		514	14	163	117	157	63	280	219	514	-	-	192	308	270	213	158	38
		51%	52%	55% eg	56% eg	50% e	38%	56% eg	46%	51%	-	-	50%	53%	79% b	36%	52%	90% a
Net: Dissatisfied		472	12	128	84	149	100	212	249	472	-	-	186	253	66	366	145	4
		47%	45%	43%	40%	48%	60% bcdf	42%	52% bcf	47%	-	-	49%	44%	19% a	62% a	48% b	10%
Mean Score		2.42	2.48	2.48 e	2.53 eg	2.41 e	2.17	2.50 eg	2.33	2.42	-	-	2.37	2.50	3.04 b	2.07	2.41	3.39 a
Standard Deviation		1.038	1.197	1.048	.927	1.055	1.061	1.000	1.063	1.038	-	-	1.081	.997	.852	.979	1.004	.860
Standard Error		.033	.235	.061	.066	.060	.084	.045	.049	.033	-	-	.056	.042	.047	.041	.057	.133
Error variance		*	.06	*	*	*	.01	*	*	*	-	-	*	*	*	*	*	.02

Ethics at Work survey 2018 - Global research

Q6. After raising or speaking up about your concerns, how satisfied or dissatisfied were you with the outcome?

BASE: All who are aware of legal or ethical violations at work, and raised their concerns

		Employer support				Employer provision of information			
		Total	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%			a	b	c	d	a	b	c
Unweighted Total		1008	475	225	250	264	227	810	165
Weighted Total		1008	477	225	251	263	232	810	164
		100%	100%	100%	100%	100%	100%	100%	100%
Very satisfied	(4.0)	154	129	91	38	8	69	143	11
		15%	27%	40%	15%	3%	30%	18%	7%
			cd	acd	d		bc	c	
Fairly satisfied	(3.0)	359	237	112	126	32	98	319	34
		36%	50%	50%	50%	12%	42%	39%	21%
			d	d	d		c	c	
Fairly dissatisfied	(2.0)	216	69	15	54	61	42	170	37
		21%	14%	7%	21%	23%	18%	21%	23%
			b		ab	ab			
Very dissatisfied	(1.0)	256	32	5	26	160	20	163	77
		25%	7%	2%	11%	61%	9%	20%	47%
			b		b	abc		a	ab
Don't know		22	10	2	8	3	3	16	4
		2%	2%	1%	3%	1%	1%	2%	3%
Net: Satisfied		514	366	203	163	40	167	462	45
		51%	77%	90%	65%	15%	72%	57%	28%
			cd	acd	d		bc	c	
Net: Dissatisfied		472	100	20	80	221	62	333	115
		47%	21%	9%	32%	84%	27%	41%	70%
			b		ab	abc		a	ab
Mean Score		2.42	2.99	3.29	2.72	1.57	2.95	2.56	1.87
			cd	acd	d		bc	c	
Standard Deviation		1.038	.835	.699	.856	.821	.912	1.009	.983
Standard Error		.033	.039	.047	.055	.051	.061	.036	.077
Error variance		*	*	*	*	*	*	*	.01

Ethics at Work survey 2018 - Global research

Q7. Which of the following, if any, influenced your decision not to raise or speak up about your concerns?

BASE: All who are aware of legal or ethical violations at work, and did not raise their concerns

	Country								Gender			Age				Working status	
											I identify in another way/ Prefer not to say						
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
Significance Level: 95%																	
Unweighted Total	806	119	74	97	103	134	80	61	426	378	2	280	413	113	-	679	127
Weighted Total	804	118	74	96	102	134	80	61	427	376	2	273	420	111	-	680	124
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%
I did not believe that corrective action would be taken	226 28%	19 16%	21 28%	51 53%	27 27%	43 32%	26 19%	23 29%	113 27%	113 30%	- -	71 26%	121 29%	34 30%	- -	194 29%	31 25%
		a	abdefgh			af		a									
I felt I might jeopardise my job	216 27%	20 17%	12 16%	39 40%	32 31%	32 24%	37 27%	24 30%	104 24%	111 29%	1 49%	79 29%	112 27%	25 23%	- -	174 26%	43 34%
				abef	ab			ab									a
I felt it was none of my business	187 23%	30 25%	11 15%	23 24%	19 18%	37 27%	38 27%	17 21%	101 24%	84 22%	2 100%	75 28%	90 21%	22 19%	- -	156 23%	30 24%
						b	b										
I did not want to be seen as a troublemaker by management	159 20%	23 20%	16 21%	27 28%	17 17%	17 13%	34 25%	12 15%	74 17%	85 23%	- -	57 21%	82 19%	21 19%	- -	133 20%	26 21%
				eg			e										
I felt it might alienate myself from my colleagues	148 18%	16 14%	17 23%	24 25%	18 17%	10 7%	38 27%	10 13%	81 19%	68 18%	- -	59 22%	68 16%	21 19%	- -	124 18%	25 20%
			e	aeg	e		aeg	aeg									
I thought that they already knew about it	112 14%	20 17%	6 8%	12 12%	21 20%	16 12%	18 13%	8 10%	55 13%	58 15%	- -	41 15%	55 13%	17 15%	- -	101 15%	11 9%
				b													
I didn't think it was a serious issue at the time	94 12%	15 13%	17 23%	9 9%	3 3%	14 10%	17 12%	8 13%	57 13%	36 10%	1 49%	41 15%	36 9%	18 16%	- -	75 11%	19 15%
		d	cdef			d	d	d				b		b			
I thought that it was common practice	58 7%	20 17%	1 1%	10 10%	4 4%	5 4%	9 7%	4 5%	33 8%	25 7%	- -	29 11%	24 6%	5 4%	- -	51 8%	7 6%
		bdefg		be				b				bc					
I did not know who to contact	56 7%	10 8%	5 6%	5 5%	9 9%	5 3%	6 4%	11 14%	24 6%	32 8%	- -	32 12%	15 4%	9 8%	- -	41 6%	15 12%
							cef					b		b		a	

Ethics at Work survey 2018 - Global research

Q7. Which of the following, if any, influenced your decision not to raise or speak up about your concerns?

BASE: All who are aware of legal or ethical violations at work, and did not raise their concerns

	Country								Gender			Age				Working status	
											I identify in another way/ Prefer not to say						
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
806	119	74	97	103	134	138	80	61	426	378	2	280	413	113	-	679	127
804	118	74	96	102	134	138	80	61	427	376	2	273	420	111	-	680	124
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%
42	13	3	2	7	7	5	2	3	23	19	-	16	22	4	-	37	5
5%	11%	4%	2%	7%	5%	4%	3%	5%	5%	5%	-	6%	5%	3%	-	5%	4%
	cfg																
74	7	11	13	14	16	7	4	3	36	38	-	19	44	11	-	66	9
9%	6%	15%	13%	13%	12%	5%	5%	5%	8%	10%	-	7%	10%	10%	-	10%	7%
		afg	f	f	f												
20	3	2	-	3	2	4	4	2	13	7	-	3	15	2	-	18	3
3%	2%	3%	-	3%	2%	3%	5%	3%	3%	2%	-	1%	4%	2%	-	3%	2%
							c						a				

Ethics at Work survey 2018 - Global research

Q7. Which of the following, if any, influenced your decision not to raise or speak up about your concerns?

BASE: All who are aware of legal or ethical violations at work, and did not raise their concerns

		Public-Private sector		Seniority		People Manager		Sector					
	Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
Significance Level: 95%		a	b	a	b	a	b	a	b	c	d	e	f
Unweighted Total	806	293	513	177	629	398	408	193	74	82	154	260	43
Weighted Total	804	291	513	179	626	399	405	191	72	83	156	259	43
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
I did not believe that corrective action would be taken	226 28%	91 31%	135 26%	48 27%	177 28%	113 28%	113 28%	53 28%	16 23%	17 20%	46 29%	82 32%	11 27%
I felt I might jeopardise my job	216 27%	73 25%	143 28%	36 20%	180 29% a	94 23%	122 30% a	47 25%	23 32%	30 36% ae	40 26%	64 25%	11 26%
I felt it was none of my business	187 23%	60 20%	127 25%	31 17%	155 25% a	83 21%	103 26%	46 24%	18 24%	21 25%	39 25%	53 20%	10 24%
I did not want to be seen as a troublemaker by management	159 20%	58 20%	101 20%	32 18%	128 20%	71 18%	88 22%	43 22%	13 17%	10 12%	34 22%	54 21%	6 13%
I felt it might alienate myself from my colleagues	148 18%	62 21%	86 17%	39 22%	110 18%	85 21% b	63 16%	38 20%	17 23% c	9 11%	28 18%	51 20%	6 14%
I thought that they already knew about it	112 14%	44 15%	69 13%	23 13%	89 14%	54 13%	59 15%	28 15% d	9 12%	6 7%	12 8%	52 20% cd	6 14%
I didn't think it was a serious issue at the time	94 12%	28 10%	66 13%	19 11%	75 12%	54 13%	41 10%	21 11%	8 11%	12 15%	22 14%	26 10%	6 13%
I thought that it was common practice	58 7%	24 8%	34 7%	21 12% b	37 6%	29 7%	30 7%	19 10%	5 7%	4 5%	7 4%	21 8%	3 7%
I did not know who to contact	56 7%	23 8%	33 6%	11 6%	45 7%	21 5%	35 9%	12 6%	11 15% ade	5 5%	9 6%	17 7%	3 7%

Ethics at Work survey 2018 - Global research

Q7. Which of the following, if any, influenced your decision not to raise or speak up about your concerns?

BASE: All who are aware of legal or ethical violations at work, and did not raise their concerns

		Public-Private sector		Seniority		People Manager		Sector					
	Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
Significance Level: 95%		a	b	a	b	a	b	a	b	c	d	e	f
Unweighted Total	806	293	513	177	629	398	408	193	74	82	154	260	43
Weighted Total	804	291	513	179	626	399	405	191	72	83	156	259	43
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
I thought it would be raised by someone else	42 5%	18 6%	24 5%	6 4%	36 6%	17 4%	25 6%	11 6%	4 6%	2 2%	7 5%	13 5%	5 12% c
Other	74 9%	27 9%	47 9%	11 6%	64 10%	34 9%	40 10%	15 8%	7 9%	8 10%	10 6%	32 12%	2 5%
Don't know	20 3%	7 3%	13 3%	5 3%	15 2%	8 2%	12 3%	3 2%	1 1%	2 2%	5 3%	7 3%	2 5%

Ethics at Work survey 2018 - Global research

Q7. Which of the following, if any, influenced your decision not to raise or speak up about your concerns?

BASE: All who are aware of legal or ethical violations at work, and did not raise their concerns

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
Total	a	b	c	d	e	f	g	a	*b	*c	a	b	a	b	a	*b
806	15	237	188	229	137	425	366	806	-	-	235	508	109	630	205	13
804	15	238	187	230	135	424	365	804	-	-	233	508	107	632	206	14
100%	100%	100%	100%	100%	100%	100%	100%	100%	-	-	100%	100%	100%	100%	100%	100%
226	3	57	48	74	44	105	118	226	-	-	79	128	16	197	57	2
28%	18%	24%	26%	32% bf	33%	25%	32% bf	28%	-	-	34% b	25%	15%	31% a	28%	14%
216	3	60	49	57	46	109	104	216	-	-	84	116	20	180	58	-
27%	19%	25%	26%	25%	34%	26%	28%	27%	-	-	36% b	23%	19%	29% a	28%	-
187	1	63	45	51	27	108	78	187	-	-	45	131	24	145	35	-
23%	6%	26%	24%	22%	20%	25%	21%	23%	-	-	19% a	26%	23%	23%	17%	-
159	5	38	33	54	29	71	83	159	-	-	57	88	12	131	34	5
20%	31%	16%	18%	24% bf	22%	17%	23% bf	20%	-	-	24% b	17%	11%	21% a	17%	36%
148	4	42	34	46	22	76	68	148	-	-	38	103	15	125	38	-
18%	30%	18%	18%	20%	16%	18%	19%	18%	-	-	16%	20%	14%	20%	18%	-
112	1	21	31	36	24	53	59	112	-	-	29	76	20	83	31	2
14%	5%	9%	17% b	16% b	17% b	12%	16% b	14%	-	-	12%	15%	19%	13%	15%	15%
94	2	34	20	31	8	54	39	94	-	-	24	67	15	72	19	1
12%	13%	14% e	10%	14% e	6%	13% e	11%	12%	-	-	10%	13%	14%	11%	9%	7%
58	-	20	8	18	12	28	30	58	-	-	21	32	7	44	14	2
7%	-	8%	4%	8%	9%	7%	8%	7%	-	-	9%	6%	7%	7%	7%	15%
56	3	15	9	22	7	24	29	56	-	-	24	26	10	40	9	2
7%	19%	6%	5%	9%	5%	6%	8%	7%	-	-	10% b	5%	10%	6%	4%	13%

Ethics at Work survey 2018 - Global research

Q7. Which of the following, if any, influenced your decision not to raise or speak up about your concerns?

BASE: All who are aware of legal or ethical violations at work, and did not raise their concerns

	Size of organisation								Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
	Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
		a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
Significance Level: 95%																	
Unweighted Total	806	15	237	188	229	137	425	366	806	-	-	235	508	109	630	205	13
Weighted Total	804	15	238	187	230	135	424	365	804	-	-	233	508	107	632	206	14
	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	-	100%	100%	100%	100%	100%	100%
I thought it would be raised by someone else	42	-	15	8	10	9	23	19	42	-	-	11	30	6	34	8	1
	5%	-	6%	4%	4%	7%	5%	5%	5%	-	-	5%	6%	5%	5%	4%	5%
Other	74	1	19	17	24	14	36	38	74	-	-	21	48	6	59	26	-
	9%	7%	8%	9%	10%	11%	8%	10%	9%	-	-	9%	9%	5%	9%	13%	-
Don't know	20	-	8	4	6	3	12	8	20	-	-	1	15	2	18	5	1
	3%	-	3%	2%	2%	2%	3%	2%	3%	-	-	*	3% a	2%	3%	3%	7%

Ethics at Work survey 2018 - Global research

Q7. Which of the following, if any, influenced your decision not to raise or speak up about your concerns?

BASE: All who are aware of legal or ethical violations at work, and did not raise their concerns

	Total	Employer support				Employer provision of information		
		Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	c	d	a	b	c
Unweighted Total	806	227	85	142	290	85	519	222
Weighted Total	804	227	85	142	289	85	519	221
	100%	100%	100%	100%	100%	100%	100%	100%
I did not believe that corrective action would be taken	226 28%	32 14%	12 14%	20 14%	118 41% abc	17 21%	148 29%	62 28%
I felt I might jeopardise my job	216 27%	42 18%	10 11%	32 23% b	104 36% abc	15 18%	143 28%	59 27%
I felt it was none of my business	187 23%	68 30% d	23 27% d	44 31% d	47 16%	24 28% c	135 26% c	39 18%
I did not want to be seen as a troublemaker by management	159 20%	30 13%	10 12%	21 14%	78 27% abc	13 15%	96 19%	46 21%
I felt it might alienate myself from my colleagues	148 18%	40 18%	15 18%	25 18%	60 21%	14 17%	103 20%	33 15%
I thought that they already knew about it	112 14%	34 15%	11 13%	23 16%	33 11%	15 18%	70 13%	31 14%
I didn't think it was a serious issue at the time	94 12%	39 17% d	13 16% d	26 18% d	23 8%	14 17% c	71 14% c	14 6%
I thought that it was common practice	58 7%	20 9%	5 6%	15 10%	18 6%	3 4%	39 8%	17 8%
I did not know who to contact	56 7%	12 5%	4 4%	9 6%	31 11% a	2 2%	34 7%	16 7%
I thought it would be raised by someone else	42 5%	15 7%	3 4%	12 8%	17 6%	2 2%	27 5%	14 6%
Other	74 9%	22 10%	10 12%	12 9%	30 10%	7 8%	45 9%	21 10%

Ethics at Work survey 2018 - Global research

Q7. Which of the following, if any, influenced your decision not to raise or speak up about your concerns?

BASE: All who are aware of legal or ethical violations at work, and did not raise their concerns

Significance Level: 95%

Unweighted Total

Weighted Total

Don't know

Total	Employer support				Employer provision of information		
	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
	a	b	c	d	a	b	c
806	227	85	142	290	85	519	222
804	227	85	142	289	85	519	221
100%	100%	100%	100%	100%	100%	100%	100%
20	5	2	3	7	2	6	12
3%	2%	2%	2%	2%	2%	1%	5% b

Ethics at Work survey 2018 - Global research

Q8. Please indicate whether each of the following statements apply to your organisation or not. - Summary Table

BASE: All respondents

Significance Level: 95%

Unweighted Total

Weighted Total

Yes

No

Don't know

Statements				
My organisation has written standards of ethical business conduct that provide guidelines for my job (for example a code of ethics, a policy statement on ethics or guidance on proper business conduct)	My organisation provides employees with a means of reporting misconduct confidentially, without giving their name or other information that could easily identify them	My organisation offers advice or an information helpline where I can get advice about behaving ethically at work	My organisation provides training on standards of ethical conduct	
a	b	c	d	
6119	6119	6119	6119	
6119	6119	6119	6119	
100%	100%	100%	100%	
3618	2611	2013	2380	
59%	43%	33%	39%	
bcd	cd		c	
1887	2511	3286	3112	
31%	41%	54%	51%	
	a	abd	ab	
615	996	819	627	
10%	16%	13%	10%	
	acd	ad		

Ethics at Work survey 2018 - Global research

Q8. Please indicate whether each of the following statements apply to your organisation or not - Answered Yes

BASE: All respondents

		Country								Gender			Age				Working status	
												I identify in another way/ Prefer not to say						
	Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
Significance Level: 95%		a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
Unweighted Total	6119	754	762	784	768	775	756	756	764	3256	2834	29	1804	3127	1184	4	4905	1214
Weighted Total	6119	754	762	784	768	775	756	756	764	3268	2822	29	1786	3178	1151	4	4914	1205
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
My organisation has written standards of ethical business conduct that provide guidelines for my job (for example a code of ethics, a policy statement on ethics or guidance on proper business conduct)	3618	357	393	582	387	465	444	459	530	1989	1612	17	1107	1869	639	3	2995	623
	59%	47%	52%	74% abdefgh	50%	60% abd	59% abd	61% abd	69% abdefg	61% b	57%	59%	62% bc	59%	56%	74%	61% b	52%
My organisation provides employees with a means of reporting misconduct confidentially, without giving their name or other information that could easily identify them	2611	251	281	434	336	268	278	271	492	1500	1094	17	857	1332	420	2	2152	459
	43%	33%	37%	55% abdefg	44% abefg	35%	37%	36% abcdefg	64%	46% b	39%	59%	48% bc	42% c	36%	50%	44% b	38%
My organisation provides training on standards of ethical conduct	2380	197	223	400	331	331	248	223	426	1349	1021	10	779	1210	388	2	1945	435
	39%	26%	29%	51% abdefg	43% abfg	43% abfg	33% a	30% abdefg	56%	41% b	36%	34%	44% bc	38% c	34%	49%	40% b	36%
My organisation offers advice or an information helpline where I can get advice about behaving ethically at work	2013	217	183	361	175	284	204	199	391	1122	882	9	656	1026	328	3	1646	367
	33%	29% bd	24%	46% abdefg	23%	37% abdfg	27%	26% abcdefg	51%	34% b	31%	31%	37% bc	32% c	29%	75%	33% b	30%

Ethics at Work survey 2018 - Global research

Q8. Please indicate whether each of the following statements apply to your organisation or not - Answered Yes

BASE: All respondents

		Public-Private sector		Seniority		People Manager		Sector					
	Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
Significance Level: 95%		a	b	a	b	a	b	a	b	c	d	e	f
Unweighted Total	6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
Weighted Total	6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
My organisation has written standards of ethical business conduct that provide guidelines for my job (for example a code of ethics, a policy statement on ethics or guidance on proper business conduct)	3618 59%	1340 66% b	2278 56%	1124 60%	2494 59%	1967 64% b	1651 54%	811 54%	368 55%	347 50%	771 63% abc	1107 66% abc	212 62% abc
My organisation provides employees with a means of reporting misconduct confidentially, without giving their name or other information that could easily identify them	2611 43%	930 46% b	1682 41%	925 49% b	1686 40%	1531 50% b	1080 35%	638 42%	276 41%	277 40%	563 46% abce	693 41%	166 49% abce
My organisation provides training on standards of ethical conduct	2380 39%	877 43% b	1503 37%	793 42% b	1587 37%	1371 45% b	1009 33%	540 36%	248 37%	229 33%	540 44% abce	685 41% ac	137 40% c
My organisation offers advice or an information helpline where I can get advice about behaving ethically at work	2013 33%	759 38% b	1254 31%	711 38% b	1303 31%	1158 38% b	855 28%	472 31% c	231 34% c	187 27%	439 36% ac	553 33% c	131 38% ace

Ethics at Work survey 2018 - Global research

Q8. Please indicate whether each of the following statements apply to your organisation or not - Answered Yes

BASE: All respondents

		Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
	Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
Significance Level: 95%		a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
Unweighted Total	6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106
Weighted Total	6119	445	2028	1227	1555	864	3254	2419	1852	3617	650	964	4777	1401	3873	1669	107
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
My organisation has written standards of ethical business conduct that provide guidelines for my job (for example a code of ethics, a policy statement on ethics or guidance on proper business conduct)	3618 59%	136 31%	918 45%	759 62%	1129 73%	676 78%	1677 52%	1805 75%	1149 62%	2136 59%	333 51%	612 63%	2851 60%	1061 76%	2093 54%	1034 62%	83 77%
		a	a	abf	abcf	abcf	ab	abcf	bc	c		b		b		a	a
My organisation provides employees with a means of reporting misconduct confidentially, without giving their name or other information that could easily identify them	2611 43%	99 22%	720 36%	535 44%	777 50%	479 55%	1256 39%	1256 52%	767 41%	1654 46%	190 29%	423 44%	2105 44%	924 66%	1384 36%	718 43%	79 74%
		a	a	abf	abcf	abcf	ab	abcf	c	ac				b		a	a
My organisation provides training on standards of ethical conduct	2380 39%	96 22%	561 28%	481 39%	750 48%	491 57%	1043 32%	1241 51%	725 39%	1454 40%	201 31%	399 41%	1891 40%	880 63%	1228 32%	722 43%	81 76%
		a	a	abf	abcf	abcf	ab	abcf	c	c				b		a	a
My organisation offers advice or an information helpline where I can get advice about behaving ethically at work	2013 33%	85 19%	472 23%	385 31%	630 40%	442 51%	857 26%	1072 44%	613 33%	1243 34%	157 24%	349 36%	1593 33%	779 56%	1005 26%	555 33%	80 75%
				abf	abcf	abcf	ab	abcf	c	c				b		a	a

Ethics at Work survey 2018 - Global research

Q8. Please indicate whether each of the following statements apply to your organisation or not - Answered Yes

BASE: All respondents

Significance Level: 95%

Unweighted Total

Weighted Total

My organisation has written standards of ethical business conduct that provide guidelines for my job (for example a code of ethics, a policy statement on ethics or guidance on proper business conduct)

My organisation provides employees with a means of reporting misconduct confidentially, without giving their name or other information that could easily identify them

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

	Employer support				Employer provision of information		
Total	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
	a	b	c	d	a	b	c
6119	3103	1491	1612	939	1157	4319	1262
6119	3114	1499	1615	936	1162	4325	1257
100%	100%	100%	100%	100%	100%	100%	100%
3618	2270	1179	1091	398	1162	3618	-
59%	73%	79%	68%	43%	100%	84%	-
	cd	acd	d		bc	c	
2611	1814	1032	782	187	1162	2611	-
43%	58%	69%	48%	20%	100%	60%	-
	cd	acd	d		bc	c	
2380	1678	975	703	162	1162	2380	-
39%	54%	65%	43%	17%	100%	55%	-
	cd	acd	d		bc	c	
2013	1424	824	600	147	1162	2013	-
33%	46%	55%	37%	16%	100%	47%	-
	cd	acd	d		bc	c	

Ethics at Work survey 2018 - Global research

Q8. Please indicate whether each of the following statements apply to your organisation or not - Answered No

BASE: All respondents

	Country								Gender			Age				Working status		
											I identify in another way/ Prefer not to say							
	Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
Significance Level: 95%		a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
Unweighted Total	6119	754	762	784	768	775	756	756	764	3256	2834	29	1804	3127	1184	4	4905	1214
Weighted Total	6119	754	762	784	768	775	756	756	764	3268	2822	29	1786	3178	1151	4	4914	1205
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
My organisation offers advice or an information helpline where I can get advice about behaving ethically at work	3286 54%	422 56% ceh	477 63% aceh	323 41% h	509 66% acefgh	389 50% ch	459 61% ceh	450 60% ceh	257 34%	1770 54%	1501 53%	15 52%	870 49%	1734 55% a	681 59% ab	1 25%	2625 53%	661 55%
My organisation provides training on standards of ethical conduct	3112 51%	452 60% cdeh	452 59% cdeh	305 39% h	380 49% ch	381 49% ch	454 60% cdeh	430 57% cdeh	258 34%	1630 50%	1471 52%	11 38%	799 45%	1650 52% a	662 58% ab	- -	2490 51%	622 52%
My organisation provides employees with a means of reporting misconduct confidentially, without giving their name or other information that could easily identify them	2511 41%	375 50% cdh	354 47% cdh	230 29% h	315 41% ch	355 46% ch	356 47% cdh	344 46% ch	183 24%	1331 41%	1172 42%	9 30%	639 36%	1336 42% a	535 47% ab	2 50%	2016 41%	495 41%
My organisation has written standards of ethical business conduct that provide guidelines for my job (for example a code of ethics, a policy statement on ethics or guidance on proper business conduct)	1887 31%	297 39% cefgh	282 37% cefgh	141 18% cefgh	312 41% cefgh	233 30% ch	237 31% ch	229 30% ch	156 20%	988 30%	892 32%	7 23%	480 27%	992 31% a	414 36% ab	- -	1457 30%	430 36% a

Ethics at Work survey 2018 - Global research

Q8. Please indicate whether each of the following statements apply to your organisation or not - Answered No

BASE: All respondents

		Public-Private sector		Seniority		People Manager		Sector					
	Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
Significance Level: 95%		a	b	a	b	a	b	a	b	c	d	e	f
Unweighted Total	6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
Weighted Total	6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
My organisation offers advice or an information helpline where I can get advice about behaving ethically at work	3286 54%	935 46%	2351 57% a	1023 55%	2263 53%	1617 53%	1670 55%	844 56% e	350 52%	406 59% bdef	647 53%	864 51%	176 52%
My organisation provides training on standards of ethical conduct	3112 51%	879 44%	2233 54% a	973 52%	2139 50%	1490 48%	1622 53% a	801 53% de	363 54% de	381 55% de	587 48%	813 48%	167 49%
My organisation provides employees with a means of reporting misconduct confidentially, without giving their name or other information that could easily identify them	2511 41%	676 34%	1835 45% a	788 42%	1724 41%	1184 39%	1327 44% a	649 43% e	276 41%	308 45% e	489 40%	657 39%	132 39%
My organisation has written standards of ethical business conduct that provide guidelines for my job (for example a code of ethics, a policy statement on ethics or guidance on proper business conduct)	1887 31%	452 22%	1435 35% a	644 34% b	1243 29%	896 29%	991 33% a	525 35% def	230 34% de	255 37% def	362 30% e	415 25%	100 29%

Ethics at Work survey 2018 - Global research

Q8. Please indicate whether each of the following statements apply to your organisation or not - Answered No

BASE: All respondents

		Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
	Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
Significance Level: 95%		a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
Unweighted Total	6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106
Weighted Total	6119	445	2028	1227	1555	864	3254	2419	1852	3617	650	964	4777	1401	3873	1669	107
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
My organisation offers advice or an information helpline where I can get advice about behaving ethically at work	3286 54%	303 68% cdefg	1334 66% cdefg	681 56% deg	694 45% eg	275 32% eg	2015 62% cdeg	969 40% e	1071 58% bc	1906 53% c	309 48% bc	531 55% bc	2564 54% c	502 36% a	2470 64% a	872 52% b	23 21% b
My organisation provides training on standards of ethical conduct	3112 51%	296 66% cdefg	1275 63% cdefg	641 52% deg	636 41% eg	264 31% eg	1916 59% cdeg	900 37% e	1009 54% bc	1808 50% c	294 45% bc	505 52% bc	2431 51% c	427 30% a	2369 61% a	795 48% b	22 20% b
My organisation provides employees with a means of reporting misconduct confidentially, without giving their name or other information that could easily identify them	2511 41%	268 60% bcdefg	1014 50% cdefg	507 41% deg	491 32% e	231 27% e	1521 47% cdeg	722 30% e	873 47% bc	1401 39% c	237 37% bc	439 45% b	1916 40% c	328 23% a	1980 51% a	672 40% b	22 20% b
My organisation has written standards of ethical business conduct that provide guidelines for my job (for example a code of ethics, a policy statement on ethics or guidance on proper business conduct)	1887 31%	252 57% bcdefg	890 44% cdefg	351 29% deg	281 18% e	113 13% e	1240 38% cdeg	395 16% e	573 31% c	1154 32% c	159 24% c	292 30% c	1483 31% c	260 19% a	1470 38% a	486 29% b	17 16% b

Ethics at Work survey 2018 - Global research

Q8. Please indicate whether each of the following statements apply to your organisation or not - Answered No

BASE: All respondents

Significance Level: 95%

Unweighted Total

Weighted Total

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

My organisation provides training on standards of ethical conduct

My organisation provides employees with a means of reporting misconduct confidentially, without giving their name or other information that could easily identify them

My organisation has written standards of ethical business conduct that provide guidelines for my job (for example a code of ethics, a policy statement on ethics or guidance on proper business conduct)

	Employer support				Employer provision of information		
Total	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
	a	b	c	d	a	b	c
6119	3103	1491	1612	939	1157	4319	1262
6119	3114	1499	1615	936	1162	4325	1257
100%	100%	100%	100%	100%	100%	100%	100%
3286	1329	536	794	715	-	1780	1257
54%	43%	36%	49%	76%	-	41%	100%
	b		ab	abc		a	ab
3112	1186	421	765	722	-	1578	1257
51%	38%	28%	47%	77%	-	36%	100%
	b		ab	abc		a	ab
2511	910	323	587	655	-	1108	1257
41%	29%	22%	36%	70%	-	26%	100%
	b		ab	abc		a	ab
1887	665	254	411	454	-	495	1257
31%	21%	17%	25%	48%	-	11%	100%
	b		ab	abc		a	ab

Ethics at Work survey 2018 - Global research

Q8. 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 (for example a code of ethics, a policy statement on ethics or guidance on proper business conduct)

BASE: All respondents

	Country								Gender			Age				Working status	
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
Significance Level: 95%																	
Unweighted Total	6119	754	762	784	768	775	756	764	3256	2834	29	1804	3127	1184	4	4905	1214
Weighted Total	6119	754	762	784	768	775	756	764	3268	2822	29	1786	3178	1151	4	4914	1205
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	3618	357	393	582	387	465	444	459	1989	1612	17	1107	1869	639	3	2995	623
	59%	47%	52%	74%	50%	60%	59%	61%	61%	57%	59%	62%	59%	56%	74%	61%	52%
			abdefgh			abd	abd	abd	b			bc				b	
No	1887	297	282	141	312	233	237	229	988	892	7	480	992	414	-	1457	430
	31%	39%	37%	18%	41%	30%	31%	30%	30%	32%	23%	27%	31%	36%	-	30%	36%
		cefg	cefg	cefg	ch	ch	ch						a	ab		a	
Don't know	615	100	87	62	69	77	75	68	291	318	5	199	318	97	1	462	153
	10%	13%	11%	8%	9%	10%	10%	9%	9%	11%	18%	11%	10%	8%	26%	9%	13%
		cdefg	c							a		c					a

Ethics at Work survey 2018 - Global research

Q8. 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 (for example a code of ethics, a policy statement on ethics or guidance on proper business conduct)

BASE: All respondents

		Public-Private sector		Seniority		People Manager		Sector					
	Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
Significance Level: 95%		a	b	a	b	a	b	a	b	c	d	e	f
Unweighted Total	6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
Weighted Total	6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	3618	1340	2278	1124	2494	1967	1651	811	368	347	771	1107	212
	59%	66%	56%	60%	59%	64%	54%	54%	55%	50%	63%	66%	62%
		b				b					abc	abc	abc
No	1887	452	1435	644	1243	896	991	525	230	255	362	415	100
	31%	22%	35%	34%	29%	29%	33%	35%	34%	37%	30%	25%	29%
			a	b		a		def	de	def	e		
Don't know	615	226	389	104	511	209	405	171	73	89	86	166	29
	10%	11%	9%	6%	12%	7%	13%	11%	11%	13%	7%	10%	9%
		b			a		a	d	d	def		d	

Ethics at Work survey 2018 - Global research

Q8. 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 (for example a code of ethics, a policy statement on ethics or guidance on proper business conduct)

BASE: All respondents

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
							Net: Large/ very large (250+)									
	Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
Significance Level: 95%		a	b	c	d	e	f	a	b	c	a	b	a	b	a	b
Unweighted Total	6119	446	2028	1227	1551	867	3255	1854	3618	647	970	4769	1400	3872	1666	106
Weighted Total	6119	445	2028	1227	1555	864	3254	1852	3617	650	964	4777	1401	3873	1669	107
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	3618	136	918	759	1129	676	1677	1149	2136	333	612	2851	1061	2093	1034	83
	59%	31%	45%	62%	73%	78%	52%	62%	59%	51%	63%	60%	76%	54%	62%	77%
			a	abf	abcf	abcdfg	ab	bc	c		b		b		a	
No	1887	252	890	351	281	113	1240	573	1154	159	292	1483	260	1470	486	17
	31%	57%	44%	29%	18%	13%	38%	31%	32%	24%	30%	31%	19%	38%	29%	16%
		bcdefg	cdefg	deg	e		cdeg	c	c				a		b	
Don't know	615	58	220	117	145	75	337	130	327	157	60	443	79	311	150	7
	10%	13%	11%	10%	9%	9%	10%	7%	9%	24%	6%	9%	6%	8%	9%	7%
		cdeg	g						a	ab		a		a		

Ethics at Work survey 2018 - Global research

Q8. 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 (for example a code of ethics, a policy statement on ethics or guidance on proper business conduct)

BASE: All respondents

Significance Level: 95%

Unweighted Total

Weighted Total

Yes

No

Don't know

	Employer support				Employer provision of information		
Total	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
	a	b	c	d	a	b	c
6119	3103	1491	1612	939	1157	4319	1262
6119	3114	1499	1615	936	1162	4325	1257
100%	100%	100%	100%	100%	100%	100%	100%
3618	2270	1179	1091	398	1162	3618	-
59%	73%	79%	68%	43%	100%	84%	-
	cd	acd	d		bc	c	
1887	665	254	411	454	-	495	1257
31%	21%	17%	25%	48%	-	11%	100%
	b		ab	abc		a	ab
615	180	67	113	84	-	213	-
10%	6%	4%	7%	9%	-	5%	-
			b	ab		ac	

Ethics at Work survey 2018 - Global research

Q8. Please indicate whether each of the following statements apply to your organisation or not. - My organisation provides employees with a means of reporting misconduct confidentially, without giving their name or other information that could easily identify them

BASE: All respondents

	Country								Gender			Age				Working status	
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
Significance Level: 95%																	
Unweighted Total	6119	754	762	784	768	775	756	764	3256	2834	29	1804	3127	1184	4	4905	1214
Weighted Total	6119	754	762	784	768	775	756	764	3268	2822	29	1786	3178	1151	4	4914	1205
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	2611	251	281	434	336	268	278	271	1500	1094	17	857	1332	420	2	2152	459
	43%	33%	37%	55%	44%	35%	37%	36%	46%	39%	59%	48%	42%	36%	50%	44%	38%
			abdefg	abefg				abcdefg	b			bc	c			b	
No	2511	375	354	230	315	355	356	344	1331	1172	9	639	1336	535	2	2016	495
	41%	50%	47%	29%	41%	46%	47%	46%	41%	42%	30%	36%	42%	47%	50%	41%	41%
		cdh	cdh	h	ch	ch	cdh	ch					a	ab			
Don't know	996	129	127	120	117	152	122	140	437	556	3	290	510	196	-	745	251
	16%	17%	17%	15%	15%	20%	16%	19%	13%	20%	10%	16%	16%	17%	-	15%	21%
		h	h	h	h	cdh	h	h		a							a

Ethics at Work survey 2018 - Global research

Q8. Please indicate whether each of the following statements apply to your organisation or not. - My organisation provides employees with a means of reporting misconduct confidentially, without giving their name or other information that could easily identify them

BASE: All respondents

		Public-Private sector		Seniority		People Manager		Sector					
	Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
Significance Level: 95%		a	b	a	b	a	b	a	b	c	d	e	f
Unweighted Total	6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
Weighted Total	6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	2611	930	1682	925	1686	1531	1080	638	276	277	563	693	166
	43%	46%	41%	49%	40%	50%	35%	42%	41%	40%	46%	41%	49%
		b		b		b					abce		abce
No	2511	676	1835	788	1724	1184	1327	649	276	308	489	657	132
	41%	34%	45%	42%	41%	39%	44%	43%	41%	45%	40%	39%	39%
			a			a		e		e			
Don't know	996	411	586	159	838	357	639	220	119	106	169	339	43
	16%	20%	14%	8%	20%	12%	21%	15%	18%	15%	14%	20%	13%
		b			a	a			df			acdf	

Ethics at Work survey 2018 - Global research

Q8. Please indicate whether each of the following statements apply to your organisation or not. - My organisation provides employees with a means of reporting misconduct confidentially, without giving their name or other information that could easily identify them

BASE: All respondents

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
							Net: Large/ very large (250+)									
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)		Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106
6119	445	2028	1227	1555	864	3254	2419	1852	3617	650	964	4777	1401	3873	1669	107
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
2611	99	720	535	777	479	1256	1256	767	1654	190	423	2105	924	1384	718	79
43%	22%	36%	44%	50%	55%	39%	52%	41%	46%	29%	44%	44%	66%	36%	43%	74%
	a	abf	abcf	abcf	abcf	ab	abcf	c	ac				b		a	
2511	268	1014	507	491	231	1521	722	873	1401	237	439	1916	328	1980	672	22
41%	60%	50%	41%	32%	27%	47%	30%	47%	39%	37%	45%	40%	23%	51%	40%	20%
	bcdefg	cdefg	deg	e	cdeg			bc			b		a	b		
996	78	293	185	287	154	478	441	212	562	222	102	756	150	509	279	6
16%	17%	14%	15%	18%	18%	15%	18%	11%	16%	34%	11%	16%	11%	13%	17%	6%
				bcf	bf		bcf		a	ab		a		a	b	

Ethics at Work survey 2018 - Global research

Q8. Please indicate whether each of the following statements apply to your organisation or not. - My organisation provides employees with a means of reporting misconduct confidentially, without giving their name or other information that could easily identify them

BASE: All respondents

	Total	Employer support				Employer provision of information		
		Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
		a	b	c	d	a	b	c
Significance Level: 95%								
Unweighted Total	6119	3103	1491	1612	939	1157	4319	1262
Weighted Total	6119	3114	1499	1615	936	1162	4325	1257
	100%	100%	100%	100%	100%	100%	100%	100%
Yes	2611 43%	1814 58% cd	1032 69% acd	782 48% d	187 20%	1162 100% bc	2611 60% c	- -
No	2511 41%	910 29% b	323 22%	587 36% ab	655 70% abc	- -	1108 26% a	1257 100% ab
Don't know	996 16%	390 13% bd	144 10%	246 15% abd	94 10%	- -	606 14% ac	- -

Ethics at Work survey 2018 - Global research

Q8. Please indicate whether each of the following statements apply to your organisation or not. - My organisation offers advice or an information helpline where I can get advice about behaving ethically at work

BASE: All respondents

	Country								Gender			Age				Working status	
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
Significance Level: 95%																	
Unweighted Total	6119	754	762	784	768	775	756	764	3256	2834	29	1804	3127	1184	4	4905	1214
Weighted Total	6119	754	762	784	768	775	756	764	3268	2822	29	1786	3178	1151	4	4914	1205
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	2013	217	183	361	175	284	204	199	1122	882	9	656	1026	328	3	1646	367
	33%	29%	24%	46%	23%	37%	27%	26%	34%	31%	31%	37%	32%	29%	75%	33%	30%
		bd		abdefg		abdfg		abcdefg	b			bc	c			b	
No	3286	422	477	323	509	389	459	450	1770	1501	15	870	1734	681	1	2625	661
	54%	56%	63%	41%	66%	50%	61%	60%	54%	53%	52%	49%	55%	59%	25%	53%	55%
		ceh	aceh	h	acefgh	ch	ceh	ceh					a	ab			
Don't know	819	115	102	99	85	102	94	107	375	439	5	260	418	141	-	643	177
	13%	15%	13%	13%	11%	13%	12%	14%	11%	16%	17%	15%	13%	12%	-	13%	15%
		d						d		a							

Ethics at Work survey 2018 - Global research

Q8. Please indicate whether each of the following statements apply to your organisation or not. - My organisation offers advice or an information helpline where I can get advice about behaving ethically at work

BASE: All respondents

Significance Level: 95%		Public-Private sector		Seniority		People Manager		Sector					
	Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
		a	b	a	b	a	b	a	b	c	d	e	f
Unweighted Total	6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
Weighted Total	6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	2013	759	1254	711	1303	1158	855	472	231	187	439	553	131
	33%	38%	31%	38%	31%	38%	28%	31%	34%	27%	36%	33%	38%
		b		b		b		c	c		ac	c	ace
No	3286	935	2351	1023	2263	1617	1670	844	350	406	647	864	176
	54%	46%	57%	55%	53%	53%	55%	56%	52%	59%	53%	51%	52%
			a					e		bdef			
Don't know	819	322	497	138	682	298	522	191	89	98	134	272	35
	13%	16%	12%	7%	16%	10%	17%	13%	13%	14%	11%	16%	10%
		b			a		a			d		adf	

Ethics at Work survey 2018 - Global research

Q8. Please indicate whether each of the following statements apply to your organisation or not. - My organisation offers advice or an information helpline where I can get advice about behaving ethically at work

BASE: All respondents

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
							Net: Large/ very large (250+)									
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)		Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106
6119	445	2028	1227	1555	864	3254	2419	1852	3617	650	964	4777	1401	3873	1669	107
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
2013	85	472	385	630	442	857	1072	613	1243	157	349	1593	779	1005	555	80
33%	19%	23%	31%	40%	51%	26%	44%	33%	34%	24%	36%	33%	56%	26%	33%	75%
			abf	abcf	abcdfg	ab	abcdf	c	c				b		a	
3286	303	1334	681	694	275	2015	969	1071	1906	309	531	2564	502	2470	872	23
54%	68%	66%	56%	45%	32%	62%	40%	58%	53%	48%	55%	54%	36%	64%	52%	21%
	cdefg	cdefg	deg	eg		cdeg	e	bc	c				a		b	
819	58	222	161	232	147	383	379	168	468	183	85	619	120	398	242	4
13%	13%	11%	13%	15%	17%	12%	16%	9%	13%	28%	9%	13%	9%	10%	15%	4%
				bf	bcf		bcf		a	ab		a			b	

Ethics at Work survey 2018 - Global research

Q8. Please indicate whether each of the following statements apply to your organisation or not. - My organisation offers advice or an information helpline where I can get advice about behaving ethically at work

BASE: All respondents

	Total	Employer support				Employer provision of information		
		Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
		a	b	c	d	a	b	c
Significance Level: 95%								
Unweighted Total	6119	3103	1491	1612	939	1157	4319	1262
Weighted Total	6119	3114	1499	1615	936	1162	4325	1257
	100%	100%	100%	100%	100%	100%	100%	100%
Yes	2013	1424	824	600	147	1162	2013	-
	33%	46%	55%	37%	16%	100%	47%	-
		cd	acd	d		bc	c	
No	3286	1329	536	794	715	-	1780	1257
	54%	43%	36%	49%	76%	-	41%	100%
		b		ab	abc		a	ab
Don't know	819	361	139	221	75	-	532	-
	13%	12%	9%	14%	8%	-	12%	-
		bd		abd			ac	

Ethics at Work survey 2018 - Global research

Q8. Please indicate whether each of the following statements apply to your organisation or not. - My organisation provides training on standards of ethical conduct

BASE: All respondents

	Country								Gender			Age				Working status	
											I identify in another way/ Prefer not to say						
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
Significance Level: 95%																	
Unweighted Total	6119	754	762	784	768	775	756	764	3256	2834	29	1804	3127	1184	4	4905	1214
Weighted Total	6119	754	762	784	768	775	756	764	3268	2822	29	1786	3178	1151	4	4914	1205
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	2380	197	223	400	331	331	248	223	1349	1021	10	779	1210	388	2	1945	435
	39%	26%	29%	51%	43%	43%	33%	30%	41%	36%	34%	44%	38%	34%	49%	40%	36%
			abdefg	abfg	abfg	a		abdefg	b			bc	c			b	
No	3112	452	452	305	380	381	454	430	1630	1471	11	799	1650	662	-	2490	622
	51%	60%	59%	39%	49%	49%	60%	57%	50%	52%	38%	45%	52%	58%	-	51%	52%
		cdeh	cdeh	h	ch	ch	cdeh	cdeh					a	ab			
Don't know	627	105	88	78	57	63	54	103	289	330	8	207	318	100	2	480	148
	10%	14%	12%	10%	7%	8%	7%	14%	9%	12%	28%	12%	10%	9%	51%	10%	12%
		cdefh	def	f				cdef		a		c				a	a

Ethics at Work survey 2018 - Global research

Q8. Please indicate whether each of the following statements apply to your organisation or not. - My organisation provides training on standards of ethical conduct

BASE: All respondents

Significance Level: 95%

Unweighted Total

Weighted Total

Yes

No

Don't know

	Public-Private sector		Seniority		People Manager		Sector					
Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
	a	b	a	b	a	b	a	b	c	d	e	f
6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
2380	877	1503	793	1587	1371	1009	540	248	229	540	685	137
39%	43%	37%	42%	37%	45%	33%	36%	37%	33%	44%	41%	40%
	b		b		b					abce	ac	c
3112	879	2233	973	2139	1490	1622	801	363	381	587	813	167
51%	44%	54%	52%	50%	48%	53%	53%	54%	55%	48%	48%	49%
		a				a	de	de	de			
627	261	366	106	521	212	416	166	60	80	92	191	38
10%	13%	9%	6%	12%	7%	14%	11%	9%	12%	8%	11%	11%
	b			a		a	d		d		d	d

Ethics at Work survey 2018 - Global research

Q8. Please indicate whether each of the following statements apply to your organisation or not. - My organisation provides training on standards of ethical conduct

BASE: All respondents

		Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
	Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
Significance Level: 95%		a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
Unweighted Total	6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106
Weighted Total	6119	445	2028	1227	1555	864	3254	2419	1852	3617	650	964	4777	1401	3873	1669	107
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	2380	96	561	481	750	491	1043	1241	725	1454	201	399	1891	880	1228	722	81
	39%	22%	28%	39%	48%	57%	32%	51%	39%	40%	31%	41%	40%	63%	32%	43%	76%
			a	abf	abcf	abcdfg	ab	abcf	c	c				b		a	
No	3112	296	1275	641	636	264	1916	900	1009	1808	294	505	2431	427	2369	795	22
	51%	66%	63%	52%	41%	31%	59%	37%	54%	50%	45%	52%	51%	30%	61%	48%	20%
		cdefg	cdefg	deg	eg		cdeg	e	bc	c				a		b	
Don't know	627	54	192	104	169	108	296	278	118	355	154	61	455	94	277	153	5
	10%	12%	9%	8%	11%	13%	9%	11%	6%	10%	24%	6%	10%	7%	7%	9%	4%
		cf			c	bcf		bcf		a	ab		a				

Ethics at Work survey 2018 - Global research

Q8. Please indicate whether each of the following statements apply to your organisation or not. - My organisation provides training on standards of ethical conduct

BASE: All respondents

Significance Level: 95%

Unweighted Total

Weighted Total

Yes

No

Don't know

	Employer support				Employer provision of information		
Total	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
	a	b	c	d	a	b	c
6119	3103	1491	1612	939	1157	4319	1262
6119	3114	1499	1615	936	1162	4325	1257
100%	100%	100%	100%	100%	100%	100%	100%
2380	1678	975	703	162	1162	2380	-
39%	54%	65%	43%	17%	100%	55%	-
	cd	acd	d		bc	c	
3112	1186	421	765	722	-	1578	1257
51%	38%	28%	47%	77%	-	36%	100%
	b		ab	abc		a	ab
627	251	103	148	52	-	368	-
10%	8%	7%	9%	6%	-	9%	-
	d		bd			ac	

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Summary Table

BASE: All respondents

Statements								
	Overall, my line manager sets a good example of ethical business behaviour	My line manager explains the importance of honesty and ethics in the work we do	My line manager rewards employees who get good results, even if they use practices that are ethically questionable	My line manager supports me in following my organisation's standards of ethical behaviour	My organisation disciplines employees who violate my organisation's ethical standards	My organisation acts responsibly in all its business dealings (with customers, clients, suppliers, etc.)	My organisation lives up to its stated policy of social responsibility	Issues of right and wrong are discussed in staff meetings
	a	b	c	d	e	f	g	h
Significance Level: 95%								
Unweighted Total	6119	6119	6119	6119	6119	6119	6119	6119
Weighted Total	6119	6119	6119	6119	6119	6119	6119	6119
	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)							
	1698	1387	556	1436	1170	1992	1607	1159
	28%	23%	9%	23%	19%	33%	26%	19%
	bcdeh	ceh		ceh	c	abcdegh	bcdeh	c
Tend to agree	(4.0)							
	2196	1902	1092	2101	2045	2307	2227	2012
	36%	31%	18%	34%	33%	38%	36%	33%
	bceh	c		bc	bc	abcdeh	bcdeh	bc
Neither agree nor disagree	(3.0)							
	1130	1383	1460	1463	1299	945	1214	1264
	18%	23%	24%	24%	21%	15%	20%	21%
	f	afgh	aefgh	aefgh	af		f	af
Tend to disagree	(2.0)							
	462	612	1102	425	599	363	452	675
	8%	10%	18%	7%	10%	6%	7%	11%
	f	adfg	abdefgh	f	adfg		f	adefg
Strongly disagree	(1.0)							
	374	535	1355	361	332	192	253	554
	6%	9%	22%	6%	5%	3%	4%	9%
	fg	adefg	abdefgh	fg	fg		f	adefg
Don't know								
	259	299	553	333	674	320	366	455
	4%	5%	9%	5%	11%	5%	6%	7%
			abdfgh	a	abcdfgh	a	ab	abdfg
Net: Agree								
	3894	3290	1649	3537	3215	4299	3834	3171
	64%	54%	27%	58%	53%	70%	63%	52%
	bcdeh	ch		bceh	c	abcdegh	bcdeh	c
Net: Disagree								
	836	1147	2457	786	931	555	705	1229
	14%	19%	40%	13%	15%	9%	12%	20%
	fg	adefg	abdefgh	fg	adfg		f	adefg
Mean Score								
	3.75	3.51	2.71	3.66	3.57	3.96	3.78	3.45
	bcdeh	ch		bceh	bch	abcdegh	bcdeh	c
Standard Deviation	1.144	1.220	1.298	1.114	1.123	1.026	1.073	1.218
Standard Error	.015	.016	.017	.015	.015	.013	.014	.016
Error variance	*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Net: Agree

BASE: All respondents

	Country									Gender			Age				Working status	
												I identify in another way/ Prefer not to say						
	Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
Significance Level: 95%		a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
Unweighted Total	6119	754	762	784	768	775	756	756	764	3256	2834	29	1804	3127	1184	4	4905	1214
Weighted Total	6119	754	762	784	768	775	756	756	764	3268	2822	29	1786	3178	1151	4	4914	1205
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
My organisation acts responsibly in all its business dealings (with customers, clients, suppliers, etc.)	4299 70%	438 58%	584 77%	608 78%	498 65%	529 68%	500 66%	604 80%	538 70%	2305 71%	1977 70%	16 55%	1258 70%	2209 70%	830 72%	2 50%	3423 70%	876 73%
			adehf	adehf	a	a	a	adehf	ad									a
Overall, my line manager sets a good example of ethical business behaviour	3894 64%	419 56%	481 63%	563 72%	491 64%	464 60%	470 62%	515 68%	492 64%	2091 64%	1787 63%	16 55%	1163 65%	2000 63%	728 63%	3 76%	3108 63%	786 65%
			a	abdefh	a		a	abef	a									
My organisation lives up to its stated policy of social responsibility	3834 63%	386 51%	479 63%	512 65%	463 60%	514 66%	470 62%	522 69%	488 64%	2070 63%	1751 62%	13 44%	1113 62%	1973 62%	745 65%	2 49%	3070 62%	763 63%
			a	ad	a	ad	a	abdfh	a									
My line manager supports me in following my organisation's standards of ethical behaviour	3537 58%	331 44%	421 55%	505 64%	433 56%	474 61%	440 58%	468 62%	465 61%	1904 58%	1620 57%	13 46%	1067 60%	1818 57%	651 57%	1 26%	2841 58%	695 58%
			a	abdf	a	ab	a	abd	ab									
My line manager explains the importance of honesty and ethics in the work we do	3290 54%	363 48%	383 50%	420 54%	437 57%	438 56%	418 55%	416 55%	416 54%	1770 54%	1509 53%	11 38%	978 55%	1675 53%	635 55%	2 51%	2623 53%	666 55%
				a	ab	ab	a	a	a									
My organisation disciplines employees who violate my organisation's ethical standards	3215 53%	366 49%	356 47%	420 54%	461 60%	358 46%	412 55%	387 51%	454 59%	1814 56%	1389 49%	12 41%	953 53%	1648 52%	611 53%	2 51%	2606 53%	609 51%
				abe	abcefg		abe	e	abceg	b								
Issues of right and wrong are discussed in staff meetings	3171 52%	345 46%	394 52%	353 45%	446 58%	415 54%	385 51%	441 58%	391 51%	1714 52%	1447 51%	10 34%	968 54%	1589 50%	610 53%	4 100%	2524 51%	647 54%
			ac		abcfh	ac	ac	abcfh	ac				b					

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Net: Agree

BASE: All respondents

Significance Level: 95%

Unweighted Total

Weighted Total

My line manager rewards employees who get good results, even if they use practices that are ethically questionable

	Country								Gender			Age				Working status	
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
Unweighted Total	6119	754	762	784	768	775	756	764	3256	2834	29	1804	3127	1184	4	4905	1214
Weighted Total	6119	754	762	784	768	775	756	764	3268	2822	29	1786	3178	1151	4	4914	1205
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
My line manager rewards employees who get good results, even if they use practices that are ethically questionable	1649	195	208	155	221	223	208	186	920	718	11	617	778	254	-	1355	294
	27%	26%	27%	20%	29%	29%	28%	25%	28%	25%	39%	35%	24%	22%	-	28%	24%
	c	c		c	c	c	c	abcfg	b			bc				b	

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Net: Agree

BASE: All respondents

	Public-Private sector		Seniority		People Manager		Sector					
	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
Significance Level: 95%												
Unweighted Total	6119	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
Weighted Total	6119	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
My organisation acts responsibly in all its business dealings (with customers, clients, suppliers, etc.)	4299 70%	2947 72% a	1426 76% b	2873 68%	2282 74% b	2017 66%	1070 71% e	481 72% e	470 68%	901 74% ce	1130 67%	247 72%
Overall, my line manager sets a good example of ethical business behaviour	3894 64%	2631 64%	1292 69% b	2602 61%	2110 69% b	1784 59%	955 63%	421 63%	411 59%	807 66% c	1076 64% c	224 65%
My organisation lives up to its stated policy of social responsibility	3834 63%	2581 63%	1297 69% b	2537 60%	2062 67% b	1772 58%	916 61%	414 62%	423 61%	809 66% ace	1046 62%	226 66%
My line manager supports me in following my organisation's standards of ethical behaviour	3537 58%	2382 58%	1183 63% b	2354 55%	1944 63% b	1593 52%	855 57%	379 57%	386 56%	742 61% ac	983 58%	192 56%
My line manager explains the importance of honesty and ethics in the work we do	3290 54%	2228 54%	1139 61% b	2150 51%	1828 59% b	1462 48%	806 53%	366 55%	387 56%	669 55%	891 53%	171 50%
My organisation disciplines employees who violate my organisation's ethical standards	3215 53%	2180 53%	1106 59% b	2109 50%	1792 58% b	1423 47%	817 54% ce	373 56% ce	338 49%	663 54% ce	833 49%	191 56% ce
Issues of right and wrong are discussed in staff meetings	3171 52%	2145 52%	1080 58% b	2091 49%	1813 59% b	1358 45%	745 49%	362 54%	369 53%	637 52%	890 53%	168 49%

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Net: Agree

BASE: All respondents

Significance Level: 95%

Unweighted Total

Weighted Total

My line manager rewards employees who get good results, even if they use practices that are ethically questionable

	Public-Private sector		Seniority		People Manager		Sector					
	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
Total	a	b	a	b	a	b	a	b	c	d	e	f
6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1649	517	1132	635	1014	1009	639	407	198	187	352	403	102
27%	26%	28%	34% b	24%	33% b	21%	27% e	29% e	27%	29% e	24%	30% e

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Net: Agree

BASE: All respondents

		Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
	Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
Significance Level: 95%		a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
Unweighted Total	6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106
Weighted Total	6119	445	2028	1227	1555	864	3254	2419	1852	3617	650	964	4777	1401	3873	1669	107
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
My organisation acts responsibly in all its business dealings (with customers, clients, suppliers, etc.)	4299 70%	322 72% eg	1504 74% cdeg	849 69% e	1066 69% e	557 64% e	2354 72% cdeg	1623 67%	1074 58%	2856 79% ac	368 57%	535 55% a	3596 75%	1203 86% b	2514 65%	1202 72%	79 74%
Overall, my line manager sets a good example of ethical business behaviour	3894 64%	237 53% ac	1325 65% a	758 62% a	1028 66% ac	546 63% a	2083 64% a	1574 65% a	953 51% c	2635 73% ac	305 47%	474 49%	3279 69% a	1147 82% b	2237 58%	1093 65%	80 75% a
My organisation lives up to its stated policy of social responsibility	3834 63%	269 60% c	1307 64%	739 60%	980 63%	539 62%	2046 63%	1519 63%	901 49%	2620 72% ac	313 48%	481 50%	3224 67% a	1162 83% b	2166 56%	1096 66%	76 71%
My line manager supports me in following my organisation's standards of ethical behaviour	3537 58%	201 45% a	1162 57% a	703 57% a	955 61% abcf	515 60% a	1865 57% a	1471 61% abcf	914 49%	2330 64% ac	293 45%	455 47%	2965 62% a	1120 80% b	1962 51%	1016 61%	73 68%
My line manager explains the importance of honesty and ethics in the work we do	3290 54%	210 47% a	1133 56% a	660 54% a	839 54% a	449 52%	1793 55% a	1288 53% a	832 45%	2183 60% ac	274 42%	446 46%	2722 57% a	1098 78% b	1772 46%	999 60%	77 72% a
My organisation disciplines employees who violate my organisation's ethical standards	3215 53%	194 44% a	994 49% a	677 55% abf	854 55% abf	496 57% abf	1671 51% a	1350 56% abf	855 46% c	2125 59% ac	234 36%	453 47%	2644 55% a	1009 72% b	1813 47%	937 56%	79 73% a
Issues of right and wrong are discussed in staff meetings	3171 52%	202 45% a	1096 54% a	621 51% a	818 53% a	435 50%	1716 53% a	1253 52% a	843 46%	2053 57% ac	276 42%	483 50%	2558 54%	1071 76% b	1699 44%	966 58%	81 76% a

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Net: Agree

BASE: All respondents

		Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
	Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
Significance Level: 95%		a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
Unweighted Total	6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106
Weighted Total	6119	445	2028	1227	1555	864	3254	2419	1852	3617	650	964	4777	1401	3873	1669	107
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
My line manager rewards employees who get good results, even if they use practices that are ethically questionable	1649 27%	108 24%	544 27%	348 28%	443 29%	206 24%	891 27%	650 27%	579 31%	946 26%	124 19%	363 38%	1226 26%	681 49%	809 21%	415 25%	77 72%
				e	e		e		bc	c		b		b		a	

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Net: Agree

BASE: All respondents

	Total	Employer support				Employer provision of information		
		Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	c	d	a	b	c
Unweighted Total	6119	3103	1491	1612	939	1157	4319	1262
Weighted Total	6119	3114	1499	1615	936	1162	4325	1257
	100%	100%	100%	100%	100%	100%	100%	100%
My organisation acts responsibly in all its business dealings (with customers, clients, suppliers, etc.)	4299 70%	2990 96% cd	1499 100% acd	1491 92% d	259 28%	993 86% bc	3294 76% c	722 57%
Overall, my line manager sets a good example of ethical business behaviour	3894 64%	2946 95% cd	1499 100% acd	1447 90% d	138 15%	969 83% bc	3084 71% c	578 46%
My organisation lives up to its stated policy of social responsibility	3834 63%	2899 93% cd	1499 100% acd	1400 87% d	145 15%	982 85% bc	3079 71% c	548 44%
My line manager supports me in following my organisation's standards of ethical behaviour	3537 58%	2874 92% cd	1499 100% acd	1375 85% d	104 11%	972 84% bc	2937 68% c	423 34%
My line manager explains the importance of honesty and ethics in the work we do	3290 54%	2740 88% cd	1499 100% acd	1241 77% d	72 8%	914 79% bc	2712 63% c	401 32%
My organisation disciplines employees who violate my organisation's ethical standards	3215 53%	2481 80% cd	1499 100% acd	982 61% d	156 17%	908 78% bc	2717 63% c	351 28%
Issues of right and wrong are discussed in staff meetings	3171 52%	2528 81% cd	1499 100% acd	1029 64% d	111 12%	869 75% bc	2602 60% c	406 32%

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Net: Agree

BASE: All respondents

Significance Level: 95%

Unweighted Total

Weighted Total

My line manager rewards employees who get good results, even if they use practices that are ethically questionable

	Employer support				Employer provision of information		
Total	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
	a	b	c	d	a	b	c
6119	3103	1491	1612	939	1157	4319	1262
6119	3114	1499	1615	936	1162	4325	1257
100%	100%	100%	100%	100%	100%	100%	100%
1649	1179	757	422	160	525	1335	237
27%	38%	51%	26%	17%	45%	31%	19%
	cd	acd	d		bc	c	

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Net: Disagree

BASE: All respondents

		Country								Gender			Age				Working status	
												I identify in another way/ Prefer not to say						
	Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
Significance Level: 95%		a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
Unweighted Total	6119	754	762	784	768	775	756	756	764	3256	2834	29	1804	3127	1184	4	4905	1214
Weighted Total	6119	754	762	784	768	775	756	756	764	3268	2822	29	1786	3178	1151	4	4914	1205
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
My line manager rewards employees who get good results, even if they use practices that are ethically questionable	2457 40%	296 39%	281 37%	371 47%	307 40%	301 39%	333 44%	300 40%	269 35%	1240 38%	1209 43%	9 30%	648 36%	1300 41%	508 44%	1 24%	1975 40%	482 40%
Issues of right and wrong are discussed in staff meetings	1229 20%	155 21%	157 21%	209 27%	105 14%	158 20%	149 20%	140 19%	155 20%	621 19%	600 21%	8 28%	340 19%	654 21%	236 20%	- -	1021 21%	208 17%
		d	d	abdefgh		d	d	d	d		a						b	
My line manager explains the importance of honesty and ethics in the work we do	1147 19%	149 20%	154 20%	154 20%	119 15%	136 18%	157 21%	135 18%	144 19%	607 19%	530 19%	10 35%	324 18%	603 19%	220 19%	- -	954 19%	193 16%
		d	d	d			d										b	
My organisation disciplines employees who violate my organisation's ethical standards	931 15%	142 19%	120 16%	123 16%	90 12%	137 18%	134 18%	105 14%	81 11%	459 14%	465 16%	8 27%	294 16%	460 14%	175 15%	2 49%	781 16%	151 12%
		dgh	dh	dh		dgh	dgh	h			a						b	
Overall, my line manager sets a good example of ethical business behaviour	836 14%	130 17%	102 13%	90 11%	94 12%	121 16%	126 17%	95 13%	77 10%	420 13%	408 14%	8 28%	238 13%	434 14%	164 14%	- -	696 14%	140 12%
		bcdgh	h			ch	cdgh										b	
My line manager supports me in following my organisation's standards of ethical behaviour	786 13%	153 20%	100 13%	75 10%	98 13%	92 12%	115 15%	79 10%	74 10%	388 12%	389 14%	9 30%	219 12%	406 13%	159 14%	2 50%	642 13%	143 12%
		bdefgh	ch		c		cgh				a							
My organisation lives up to its stated policy of social responsibility	705 12%	127 17%	99 13%	92 12%	83 11%	70 9%	86 11%	83 11%	64 8%	378 12%	318 11%	9 32%	211 12%	371 12%	120 10%	2 51%	594 12%	111 9%
		bdefgh	eh	h													b	

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Net: Disagree

BASE: All respondents

	Country								Gender			Age				Working status	
											I identify in another way/ Prefer not to say						
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
Significance Level: 95%																	
Unweighted Total	6119	754	762	784	768	775	756	764	3256	2834	29	1804	3127	1184	4	4905	1214
Weighted Total	6119	754	762	784	768	775	756	764	3268	2822	29	1786	3178	1151	4	4914	1205
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
My organisation acts responsibly in all its business dealings (with customers, clients, suppliers, etc.)	555	91	41	69	74	81	83	71	306	243	6	153	302	99	1	455	100
	9%	12%	5%	9%	10%	10%	11%	9%	9%	9%	21%	9%	9%	9%	24%	9%	8%
	bcg			bg	bg	bg	bg	bg									

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Net: Disagree

BASE: All respondents

		Public-Private sector		Seniority		People Manager		Sector					
	Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
Significance Level: 95%		a	b	a	b	a	b	a	b	c	d	e	f
Unweighted Total	6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
Weighted Total	6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
My line manager rewards employees who get good results, even if they use practices that are ethically questionable	2457 40%	844 42%	1613 39%	670 36%	1787 42% a	1172 38%	1285 42% a	576 38%	253 38%	267 39%	505 41%	732 43% abcf	125 37%
Issues of right and wrong are discussed in staff meetings	1229 20%	434 22% b	795 19%	311 17%	918 22% a	556 18%	673 22% a	312 21%	126 19%	124 18%	244 20%	357 21%	66 19%
My line manager explains the importance of honesty and ethics in the work we do	1147 19%	394 20%	753 18%	286 15%	861 20% a	519 17%	628 21% a	297 20%	125 19%	122 18%	212 17%	333 20%	57 17%
My organisation disciplines employees who violate my organisation's ethical standards	931 15%	331 16%	600 15%	253 14%	678 16% a	447 15%	484 16%	206 14%	96 14%	111 16%	188 15%	287 17% a	45 13%
Overall, my line manager sets a good example of ethical business behaviour	836 14%	294 15%	542 13%	203 11%	633 15% a	384 13%	452 15% a	215 14% df	96 14% f	107 15% df	140 11%	246 15% df	33 10%
My line manager supports me in following my organisation's standards of ethical behaviour	786 13%	282 14%	504 12%	191 10%	595 14% a	364 12%	422 14% a	193 13%	87 13%	95 14%	141 12%	235 14%	35 10%
My organisation lives up to its stated policy of social responsibility	705 12%	256 13% b	449 11%	187 10%	518 12% a	356 12%	349 11%	185 12%	83 12%	79 11%	127 10%	200 12%	31 9%

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Net: Disagree

BASE: All respondents

Significance Level: 95%

Unweighted Total

Weighted Total

My organisation acts responsibly in all its business dealings (with customers, clients, suppliers, etc.)

	Public-Private sector		Seniority		People Manager		Sector					
	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
Total	a	b	a	b	a	b	a	b	c	d	e	f
6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
555	197	358	156	399	265	290	148	60	66	99	154	28
9%	10%	9%	8%	9%	9%	10%	10%	9%	10%	8%	9%	8%

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Net: Disagree

BASE: All respondents

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics		
		Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)										
Total	Sole trader							Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical	
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b	
6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106	
6119	445	2028	1227	1555	864	3254	2419	1852	3617	650	964	4777	1401	3873	1669	107	
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
2457	139	813	480	634	390	1293	1025	752	1498	206	339	1983	388	1787	741	12	
40%	31%	40%	39%	41%	45%	40%	42%	41%	41%	32%	35%	42%	28%	46%	44%	11%	
		a	a	a	abcdf	a	af	c	c			a		a	b		
1229	57	389	257	320	206	646	526	568	545	116	262	885	95	1043	292	6	
20%	13%	19%	21%	21%	24%	20%	22%	31%	15%	18%	27%	19%	7%	27%	18%	6%	
	a	a	a	a	abf	a	ab	bc			b			a	b		
1147	45	377	243	312	170	620	482	553	476	117	299	768	93	971	259	12	
19%	10%	19%	20%	20%	20%	19%	20%	30%	13%	18%	31%	16%	7%	25%	15%	11%	
	a	a	a	a	a	a	a	bc		b	b			a			
931	49	336	179	242	125	515	367	494	351	86	241	633	102	772	228	11	
15%	11%	17%	15%	16%	14%	16%	15%	27%	10%	13%	25%	13%	7%	20%	14%	11%	
	a	a	a	a	a	a	a	bc		b	b			a			
836	32	269	184	217	133	453	350	512	240	85	281	484	65	709	202	11	
14%	7%	13%	15%	14%	15%	14%	14%	28%	7%	13%	29%	10%	5%	18%	12%	10%	
	a	a	a	a	a	a	a	bc		b	b			a			
786	33	256	173	195	128	430	323	428	281	76	248	469	71	644	203	9	
13%	7%	13%	14%	13%	15%	13%	13%	23%	8%	12%	26%	10%	5%	17%	12%	8%	
	a	a	a	a	a	a	a	bc		b	b			a			
705	23	214	151	196	120	366	316	428	215	62	238	405	70	590	177	7	
12%	5%	11%	12%	13%	14%	11%	13%	23%	6%	10%	25%	8%	5%	15%	11%	7%	
	a	a	a	a	abf	a	abf	bc		b	b			a			

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Net: Disagree

BASE: All respondents

		Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
	Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
Significance Level: 95%		a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
Unweighted Total	6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106
Weighted Total	6119	445	2028	1227	1555	864	3254	2419	1852	3617	650	964	4777	1401	3873	1669	107
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
My organisation acts responsibly in all its business dealings (with customers, clients, suppliers, etc.)	555	25	168	106	163	92	275	255	342	163	50	200	303	45	470	140	7
	9%	6%	8%	9%	10%	11%	8%	11%	18%	5%	8%	21%	6%	3%	12%	8%	6%
				a	abf	abf	a	abf	bc		b	b		a			

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Net: Disagree

BASE: All respondents

	Total	Employer support				Employer provision of information		
		Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	c	d	a	b	c
Unweighted Total	6119	3103	1491	1612	939	1157	4319	1262
Weighted Total	6119	3114	1499	1615	936	1162	4325	1257
	100%	100%	100%	100%	100%	100%	100%	100%
My line manager rewards employees who get good results, even if they use practices that are ethically questionable	2457 40%	1183 38% b	486 32%	697 43% ab	570 61% abc	382 33%	1725 40% a	550 44% ab
Issues of right and wrong are discussed in staff meetings	1229 20%	168 5% b	- -	168 10% ab	680 73% abc	92 8%	692 16% a	436 35% ab
My line manager explains the importance of honesty and ethics in the work we do	1147 19%	72 2% b	- -	72 4% ab	746 80% abc	69 6%	628 15% a	414 33% ab
My organisation disciplines employees who violate my organisation's ethical standards	931 15%	145 5% b	- -	145 9% ab	542 58% abc	67 6%	505 12% a	351 28% ab
Overall, my line manager sets a good example of ethical business behaviour	836 14%	30 1% b	- -	30 2% ab	638 68% abc	57 5%	460 11% a	302 24% ab
My line manager supports me in following my organisation's standards of ethical behaviour	786 13%	37 1% b	- -	37 2% ab	612 65% abc	42 4%	408 9% a	299 24% ab
My organisation lives up to its stated policy of social responsibility	705 12%	36 1% b	- -	36 2% ab	540 58% abc	44 4%	388 9% a	258 21% ab

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Net: Disagree

BASE: All respondents

Significance Level: 95%

Unweighted Total

Weighted Total

My organisation acts responsibly in all its business dealings (with customers, clients, suppliers, etc.)

Total	Employer support				Employer provision of information		
	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
	a	b	c	d	a	b	c
6119	3103	1491	1612	939	1157	4319	1262
6119	3114	1499	1615	936	1162	4325	1257
100%	100%	100%	100%	100%	100%	100%	100%
555	16	-	16	440	41	296	212
9%	1%	-	1%	47%	4%	7%	17%
	b		b	abc		a	ab

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Overall, my line manager sets a good example of ethical business behaviour

BASE: All respondents

		Country								Gender			Age				Working status		
												I identify in another way/ Prefer not to say							
		Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
Significance Level: 95%		a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b	
Unweighted Total	6119	754	762	784	768	775	756	756	764	3256	2834	29	1804	3127	1184	4	4905	1214	
Weighted Total	6119	754	762	784	768	775	756	756	764	3268	2822	29	1786	3178	1151	4	4914	1205	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Strongly agree	(5.0)	1698	131	211	258	175	211	271	218	222	887	805	6	479	852	366	1	1350	348
		28%	17%	28%	33%	23%	27%	36%	29%	29%	27%	29%	21%	27%	27%	32%	25%	27%	29%
				ad	abde	a	ad	abdegh	ad	ad						ab			
Tend to agree	(4.0)	2196	288	270	304	316	252	198	296	271	1204	982	10	684	1148	362	2	1758	438
	36%		38%	35%	39%	41%	33%	26%	39%	35%	37%	35%	34%	38%	36%	31%	51%	36%	36%
			ef	f	ef	befh	f		ef	f				c	c				
Neither agree nor disagree	(3.0)	1130	159	139	108	154	153	137	110	169	624	502	4	324	603	201	1	919	211
	18%		21%	18%	14%	20%	20%	18%	15%	22%	19%	18%	14%	18%	19%	17%	24%	19%	18%
			cg	c	cg	cg	cg	c		cfg									
Tend to disagree	(2.0)	462	66	57	54	54	66	65	61	38	231	224	6	135	236	91	-	393	69
	8%		9%	7%	7%	7%	8%	9%	8%	5%	7%	8%	22%	8%	7%	8%	-	8%	6%
			h	h		h	h	h	h								-	b	
Strongly disagree	(1.0)	374	64	45	35	40	56	61	34	39	189	184	2	104	198	73	-	303	71
	6%		9%	6%	4%	5%	7%	8%	4%	5%	6%	7%	6%	6%	6%	6%	-	6%	6%
			bcdgh				cg	cdgh											
Don't know		259	45	41	24	29	37	23	36	25	133	125	1	61	141	57	-	191	68
	4%		6%	5%	3%	4%	5%	3%	5%	3%	4%	4%	3%	3%	4%	5%	-	4%	6%
			cdfh	cfh												a		a	
Net: Agree		3894	419	481	563	491	464	470	515	492	2091	1787	16	1163	2000	728	3	3108	786
	64%		56%	63%	72%	64%	60%	62%	68%	64%	64%	63%	55%	65%	63%	63%	76%	63%	65%
				a	abdefh	a		a	abef	a									
Net: Disagree		836	130	102	90	94	121	126	95	77	420	408	8	238	434	164	-	696	140
	14%		17%	13%	11%	12%	16%	17%	13%	10%	13%	14%	28%	13%	14%	14%	-	14%	12%
			bcdgh	h			ch	cdgh										b	
Mean Score		3.75	3.50	3.76	3.92	3.72	3.67	3.76	3.84	3.81	3.76	3.74	3.44	3.75	3.73	3.78	4.01	3.73	3.81
				a	abdef	a	a	a	ade	ae									a
Standard Deviation		1.144	1.163	1.142	1.085	1.072	1.193	1.267	1.094	1.085	1.122	1.168	1.243	1.122	1.142	1.186	.811	1.149	1.124
Standard Error		.015	.044	.043	.039	.039	.044	.047	.041	.040	.020	.022	.235	.027	.021	.035	.405	.017	.033
Error variance		*	*	*	*	*	*	*	*	*	*	*	.06	*	*	*	.16	*	*

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Overall, my line manager sets a good example of ethical business behaviour

BASE: All respondents

		Public-Private sector		Seniority		People Manager		Sector						
		Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
Significance Level: 95%		a	b	a	b	a	b	a	b	c	d	e	f	
Unweighted Total		6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
Weighted Total		6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	1698 28%	539 27%	1159 28%	631 34% b	1068 25%	897 29% b	801 26%	389 26%	193 29%	196 28%	355 29%	470 28%	95 28%
Tend to agree	(4.0)	2196 36%	724 36%	1472 36%	662 35%	1534 36%	1213 39% b	983 32%	566 38% c	228 34%	216 31%	452 37% c	606 36% c	128 38% c
Neither agree nor disagree	(3.0)	1130 18%	370 18%	759 19%	304 16%	826 19% a	512 17%	617 20% a	272 18%	124 19%	147 21% e	232 19%	290 17%	65 19%
Tend to disagree	(2.0)	462 8%	177 9% b	285 7%	123 7%	339 8%	227 7%	235 8%	118 8%	51 8%	54 8%	78 6%	141 8%	19 6%
Strongly disagree	(1.0)	374 6%	118 6%	257 6%	80 4%	294 7% a	158 5%	217 7% a	96 6%	44 7%	53 8% df	62 5%	105 6%	14 4%
Don't know		259 4%	89 4%	170 4%	72 4%	187 4%	65 2%	194 6% a	66 4%	29 4%	27 4%	41 3%	76 5%	20 6% d
Net: Agree		3894 64%	1263 63%	2631 64%	1292 69% b	2602 61%	2110 69% b	1784 59%	955 63%	421 63%	411 59%	807 66% c	1076 64% c	224 65%
Net: Disagree		836 14%	294 15%	542 13%	203 11%	633 15% a	384 13%	452 15% a	215 14% df	96 14% f	107 15% df	140 11%	246 15% df	33 10%
Mean Score		3.75	3.72	3.76	3.91 b	3.68	3.82 b	3.67	3.72	3.74	3.67	3.81 ac	3.74	3.85 c
Standard Deviation		1.144	1.145	1.144	1.089	1.161	1.100	1.185	1.144	1.171	1.205	1.096	1.158	1.049
Standard Error		.015	.026	.018	.026	.018	.020	.022	.030	.046	.047	.032	.029	.059
Error variance		*	*	*	*	*	*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Overall, my line manager sets a good example of ethical business behaviour

BASE: All respondents

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106
6119 100%	445 100%	2028 100%	1227 100%	1555 100%	864 100%	3254 100%	2419 100%	1852 100%	3617 100%	650 100%	964 100%	4777 100%	1401 100%	3873 100%	1669 100%	107 100%
1698 28%	138 31%	599 30%	299 24%	413 27%	249 29%	898 28%	662 27%	372 20%	1220 34%	106 16%	166 17%	1490 31%	622 44%	859 22%	535 32%	35 33%
	c	cd			c	c		c	ac			a	b			
2196 36%	100 22%	725 36%	459 37%	615 40%	297 34%	1185 36%	912 38%	582 31%	1415 39%	199 31%	308 32%	1789 37%	525 37%	1378 36%	558 33%	45 42%
		a	a	abef	a	a	a		ac			a				
1130 18%	111 25%	353 17%	246 20%	266 17%	155 18%	599 18%	421 17%	350 19%	608 17%	171 26%	185 19%	836 17%	170 12%	791 20%	306 18%	14 13%
	bcdefg		d							ab				a		
462 8%	18 4%	147 7%	111 9%	120 8%	65 8%	258 8%	186 8%	249 13%	156 4%	57 9%	136 14%	287 6%	43 3%	381 10%	122 7%	4 4%
		a	a	a	a	a	a	bc		b	b	6%		a		
374 6%	15 3%	123 6%	73 6%	96 6%	68 8%	195 6%	164 7%	263 14%	84 2%	28 4%	145 15%	197 4%	22 2%	327 8%	81 5%	7 6%
		a	a	a	af	a	a	bc		b	b			a		
259 4%	65 15%	81 4%	39 3%	44 3%	30 3%	120 4%	74 3%	37 2%	134 4%	88 14%	24 2%	178 4%	19 1%	137 4%	68 4%	2 2%
	bcdefg								a	ab				a		
3894 64%	237 53%	1325 65%	758 62%	1028 66%	546 63%	2083 64%	1574 65%	953 51%	2635 73%	305 47%	474 49%	3279 69%	1147 82%	2237 58%	1093 65%	80 75%
		ac	a	ac	a	a	a	c	ac			a	b			a
836 14%	32 7%	269 13%	184 15%	217 14%	133 15%	453 14%	350 14%	512 28%	240 7%	85 13%	281 29%	484 10%	65 5%	709 18%	202 12%	11 10%
		a	a	a	a	a	a	bc		b	b			a		
3.75	3.86	3.79	3.67	3.75	3.71	3.74	3.73	3.30	4.01	3.53	3.23	3.89	4.22	3.55	3.84	3.93
	ceg	c							ac	a		a	b			
1.144	1.083	1.146	1.130	1.131	1.204	1.141	1.157	1.328	.959	1.064	1.321	1.062	.892	1.199	1.121	1.094
.015	.056	.026	.033	.029	.042	.020	.024	.031	.016	.045	.043	.016	.024	.020	.028	.107
*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	.01

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Overall, my line manager sets a good example of ethical business behaviour

BASE: All respondents

			Employer support				Employer provision of information		
		Total	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%			a	b	c	d	a	b	c
Unweighted Total		6119	3103	1491	1612	939	1157	4319	1262
Weighted Total		6119	3114	1499	1615	936	1162	4325	1257
		100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	1698 28%	1472 47% cd	881 59% acd	591 37% d	35 4%	525 45% bc	1394 32% c	219 17%
Tend to agree	(4.0)	2196 36%	1474 47% bd	618 41% d	856 53% abd	103 11%	444 38% c	1689 39% c	359 29%
Neither agree nor disagree	(3.0)	1130 18%	131 4% b	- - b	131 8% ab	140 15% abc	126 11%	690 16% a	302 24% ab
Tend to disagree	(2.0)	462 8%	21 1% b	- - b	21 1% ab	307 33% abc	36 3%	281 6% a	141 11% ab
Strongly disagree	(1.0)	374 6%	8 * b	- - b	8 1% b	331 35% abc	21 2%	179 4% a	161 13% ab
Don't know		259 4%	8 *	- -	8 * b	20 2% abc	9 1%	92 2% a	75 6% ab
Net: Agree		3894 64%	2946 95% cd	1499 100% acd	1447 90% d	138 15%	969 83% bc	3084 71% c	578 46%
Net: Disagree		836 14%	30 1% b	- - b	30 2% ab	638 68% abc	57 5%	460 11% a	302 24% ab
Mean Score		3.75	4.41 cd	4.59 acd	4.24 d	2.13	4.23 bc	3.91 c	3.28
Standard Deviation		1.144	.632	.492	.700	1.136	.895	1.063	1.277
Standard Error		.015	.011	.013	.017	.037	.026	.016	.037
Error variance		*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My line manager explains the importance of honesty and ethics in the work we do

BASE: All respondents

		Country								Gender			Age				Working status		
												I identify in another way/ Prefer not to say							
		Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
Significance Level: 95%			a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
Unweighted Total		6119	754	762	784	768	775	756	756	764	3256	2834	29	1804	3127	1184	4	4905	1214
Weighted Total		6119	754	762	784	768	775	756	756	764	3268	2822	29	1786	3178	1151	4	4914	1205
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree		(5.0)	1387	109	163	189	164	217	215	151	711	670	7	391	702	295	-	1109	279
		23%		14%	21%	24%	21%	28%	28%	20%	22%	24%	24%	22%	22%	26%	-	23%	23%
				a	ag	a	abdg	abdgh	a	a						ab			
Tend to agree		(4.0)	1902	254	220	231	273	221	203	265	1059	839	4	587	973	340	2	1515	388
		31%		34%	29%	29%	36%	29%	27%	35%	32%	30%	14%	33%	31%	30%	51%	31%	32%
				bef			bcefh			bcef	b								
Neither agree nor disagree		(3.0)	1383	189	180	183	179	157	152	159	750	626	8	404	741	236	2	1124	259
		23%		25%	24%	23%	23%	20%	20%	21%	23%	22%	27%	23%	23%	21%	49%	23%	22%
				ef															
Tend to disagree		(2.0)	612	79	80	90	66	59	75	86	335	274	3	201	302	108	-	518	94
		10%		10%	11%	11%	9%	8%	10%	11%	10%	10%	9%	11%	10%	9%	-	11%	8%
				e	e	e				e				b				b	
Strongly disagree		(1.0)	535	70	73	64	52	77	82	49	272	255	7	122	300	112	-	436	99
		9%		9%	10%	8%	7%	10%	11%	6%	8%	9%	26%	7%	9%	10%	-	9%	8%
				g	dg			dg	dg						a	a			
Don't know			299	53	45	27	33	44	29	46	141	158	-	80	159	60	-	213	87
		5%		7%	6%	3%	4%	6%	4%	6%	4%	6%	-	4%	5%	5%	-	4%	7%
				cdfh	ch			ch		cfh		a						a	
Net: Agree			3290	363	383	420	437	438	418	416	1770	1509	11	978	1675	635	2	2623	666
		54%		48%	50%	54%	57%	56%	55%	55%	54%	53%	38%	55%	53%	55%	51%	53%	55%
					a	ab	ab	a	a	a									
Net: Disagree			1147	149	154	154	119	136	157	135	607	530	10	324	603	220	-	954	193
		19%		20%	20%	20%	15%	18%	21%	18%	19%	19%	35%	18%	19%	19%	-	19%	16%
				d	d	d			d									b	
Mean Score			3.51	3.36	3.44	3.52	3.59	3.60	3.54	3.52	3.51	3.52	3.02	3.54	3.49	3.55	3.51	3.50	3.58
					a	ab	ab	a	a	a								a	
Standard Deviation			1.220	1.169	1.242	1.223	1.139	1.275	1.313	1.154	1.200	1.238	1.515	1.173	1.230	1.266	.577	1.224	1.200
Standard Error			.016	.044	.046	.044	.042	.047	.049	.043	.022	.024	.281	.028	.023	.038	.289	.018	.036
Error variance			*	*	*	*	*	*	*	*	*	*	.08	*	*	*	.08	*	*

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My line manager explains the importance of honesty and ethics in the work we do

BASE: All respondents

		Public-Private sector		Seniority		People Manager		Sector						
		Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
Significance Level: 95%		a	b	a	b	a	b	a	b	c	d	e	f	
Unweighted Total		6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
Weighted Total		6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	1387 23%	430 21%	957 23%	551 29% b	836 20%	791 26% b	597 20%	313 21%	181 27% aef	160 23% f	290 24% f	384 23% f	59 17%
Tend to agree	(4.0)	1902 31%	631 31%	1271 31%	588 31%	1314 31%	1037 34% b	865 28%	493 33% b	185 28%	228 33% b	378 31%	507 30%	112 33%
Neither agree nor disagree	(3.0)	1383 23%	472 23%	911 22%	369 20%	1015 24% a	650 21%	733 24% a	325 22%	145 22%	151 22%	295 24%	372 22%	95 28% abce
Tend to disagree	(2.0)	612 10%	220 11%	392 10%	167 9%	445 10%	303 10%	309 10%	169 11%	65 10%	59 9%	113 9%	174 10%	32 9%
Strongly disagree	(1.0)	535 9%	173 9%	361 9%	119 6%	416 10% a	215 7%	319 10% a	128 8%	60 9%	63 9%	99 8%	159 9%	26 8%
Don't know		299 5%	90 4%	209 5%	78 4%	222 5%	75 2%	224 7% a	78 5% d	35 5%	30 4%	44 4%	93 6% d	18 5%
Net: Agree		3290 54%	1061 53%	2228 54%	1139 61% b	2150 51%	1828 59% b	1462 48%	806 53%	366 55%	387 56%	669 55%	891 53%	171 50%
Net: Disagree		1147 19%	394 20%	753 18%	286 15%	861 20% a	519 17%	628 21% a	297 20%	125 19%	122 18%	212 17%	333 20%	57 17%
Mean Score		3.51	3.48	3.53	3.72 b	3.42	3.63 b	3.39	3.49	3.57	3.55	3.55	3.49	3.45
Standard Deviation		1.220	1.210	1.225	1.184	1.225	1.181	1.249	1.210	1.260	1.220	1.199	1.244	1.136
Standard Error		.016	.028	.020	.028	.019	.022	.023	.032	.050	.047	.035	.031	.063
Error variance		*	*	*	*	*	*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My line manager explains the importance of honesty and ethics in the work we do

BASE: All respondents

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106
6119 100%	445 100%	2028 100%	1227 100%	1555 100%	864 100%	3254 100%	2419 100%	1852 100%	3617 100%	650 100%	964 100%	4777 100%	1401 100%	3873 100%	1669 100%	107 100%
1387 23%	122 27%	497 25%	261 21%	326 21%	182 21%	757 23%	508 21%	308 17%	989 27%	91 14%	168 17%	1188 25%	596 43%	661 17%	482 29%	32 30%
	cdeg	cdeg				g			ac			a	b			
1902 31%	87 20%	636 31%	399 33%	513 33%	267 31%	1035 32%	780 32%	525 28%	1194 33%	184 28%	278 29%	1535 32%	502 36%	1111 29%	517 31%	45 42%
	a	a	a	a	a	a	a	a	ac		a	a	b		a	a
1383 23%	118 26%	413 20%	286 23%	354 23%	212 25%	699 21%	566 23%	426 23%	793 22%	164 25%	196 20%	1075 23%	183 13%	987 25%	334 20%	16 15%
	bf		b		b		b						a			
612 10%	21 5%	201 10%	131 11%	173 11%	86 10%	332 10%	259 11%	261 14%	291 8%	60 9%	144 15%	431 9%	62 4%	497 13%	126 8%	6 5%
	a	a	a	a	a	a	a	bc			b		a			
535 9%	24 5%	176 9%	112 9%	140 9%	83 10%	288 9%	223 9%	292 16%	185 5%	57 9%	155 16%	337 7%	31 2%	474 12%	132 8%	6 6%
	a	a	a	a	a	a	a	bc		b	b		a			
299 5%	73 16%	105 5%	38 3%	50 3%	34 4%	142 4%	84 3%	41 2%	165 5%	94 14%	24 2%	212 4%	27 2%	143 4%	78 5%	2 2%
	bcdefg	cdg				c			a	ab		a		a		
3290 54%	210 47%	1133 56%	660 54%	839 54%	449 52%	1793 55%	1288 53%	832 45%	2183 60%	274 42%	446 46%	2722 57%	1098 78%	1772 46%	999 60%	77 72%
	a	a	a	a		a	a		ac			a	b		a	a
1147 19%	45 10%	377 19%	243 20%	312 20%	170 20%	620 19%	482 20%	553 30%	476 13%	117 18%	299 31%	768 16%	93 7%	971 25%	259 15%	12 11%
	a	a	a	a	a	a	a	bc		b	b		a			
3.51	3.71 bcdefg	3.56 deg	3.48	3.47	3.45	3.53	3.47	3.16	3.73 ac	3.34 a	3.17	3.61 a	4.14 b	3.26	3.68	3.87
1.220	1.171	1.233	1.214	1.212	1.223	1.227	1.216	1.316	1.123	1.179	1.340	1.179	.965	1.256	1.217	1.087
.016	.061	.028	.035	.031	.042	.022	.025	.031	.019	.050	.044	.017	.026	.021	.031	.107
*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	.01

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My line manager explains the importance of honesty and ethics in the work we do

BASE: All respondents

			Employer support				Employer provision of information		
		Total	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%			a	b	c	d	a	b	c
Unweighted Total		6119	3103	1491	1612	939	1157	4319	1262
Weighted Total		6119	3114	1499	1615	936	1162	4325	1257
		100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	1387	1291	866	425	8	498	1205	134
		23%	41% cd	58% acd	26% d	1%	43% bc	28% c	11%
Tend to agree	(4.0)	1902	1449	633	816	64	416	1507	266
		31%	47% bd	42% d	51% abd	7%	36% c	35% c	21%
Neither agree nor disagree	(3.0)	1383	271	-	271	108	168	873	360
		23%	9% b	-	17% abd	12% ab	14%	20% a	29% ab
Tend to disagree	(2.0)	612	56	-	56	324	43	387	168
		10%	2% b	-	3% ab	35% abc	4%	9% a	13% ab
Strongly disagree	(1.0)	535	16	-	16	423	26	241	246
		9%	1% b	-	1% b	45% abc	2%	6% a	20% ab
Don't know		299	32	-	32	10	11	112	82
		5%	1% b	-	2% ab	1% b	1%	3% a	7% ab
Net: Agree		3290	2740	1499	1241	72	914	2712	401
		54%	88% cd	100% acd	77% d	8%	79% bc	63% c	32%
Net: Disagree		1147	72	-	72	746	69	628	414
		19%	2% b	-	4% ab	80% abc	6%	15% a	33% ab
Mean Score		3.51	4.28 cd	4.58 acd	4.00 d	1.82	4.14 bc	3.72 c	2.89
Standard Deviation		1.220	.740	.494	.819	.947	.956	1.140	1.286
Standard Error		.016	.013	.013	.021	.031	.028	.018	.037
Error variance		*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My line manager rewards employees who get good results, even if they use practices that are ethically questionable

BASE: All respondents

		Country								Gender			Age				Working status		
												I identify in another way/ Prefer not to say							
		Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
Significance Level: 95%		a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b	
Unweighted Total	6119	754	762	784	768	775	756	756	764	3256	2834	29	1804	3127	1184	4	4905	1214	
Weighted Total	6119	754	762	784	768	775	756	756	764	3268	2822	29	1786	3178	1151	4	4914	1205	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Strongly agree	(5.0)	556	54	74	52	71	86	84	42	93	294	256	6	199	273	85	-	454	103
	9%	7%	10%	7%	9%	11%	11%		6%	12%	9%	9%	22%	11%	9%	7%	-	9%	9%
			cg		g	acg	acg		acg					bc					
Tend to agree	(4.0)	1092	141	134	103	150	137	124	144	159	625	462	5	418	505	169	-	901	191
	18%	19%	18%	13%	20%	18%	16%	19%	21%	19%	16%	17%		23%	16%	15%	-	18%	16%
			c	c	c	c	c	c	cf	b				bc				b	
Neither agree nor disagree	(3.0)	1460	178	197	189	185	181	166	170	195	840	613	7	390	792	276	2	1180	280
	24%	24%	26%	24%	24%	23%	22%	22%	26%	26%	22%	24%		22%	25%	24%	51%	24%	23%
										b					a				
Tend to disagree	(2.0)	1102	137	134	171	147	143	107	125	138	545	551	6	333	554	216	-	867	235
	18%	18%	18%	22%	19%	18%	14%	17%	18%	17%	20%	20%		19%	17%	19%	-	18%	20%
			f		bfg	f	f		f		a								
Strongly disagree	(1.0)	1355	159	147	200	160	158	226	175	131	695	657	3	315	746	293	1	1108	247
	22%	21%	19%	25%	21%	20%	30%	23%	17%	21%	23%	9%		18%	23%	25%	24%	23%	20%
				abdeh			abdegh	h							a	a			
Don't know		553	85	76	70	54	70	49	101	48	268	283	2	131	309	112	1	404	149
	9%	11%	10%	9%	7%	9%	6%		13%	6%	8%	10%	7%	7%	10%	10%	25%	8%	12%
			dfh	dfh		h			bcdelh			a			a	a		a	
Net: Agree		1649	195	208	155	221	223	208	186	252	920	718	11	617	778	254	-	1355	294
	27%	26%	27%	20%	29%	29%	28%	25%	33%	28%	25%	39%		35%	24%	22%	-	28%	24%
			c	c	c	c	c	c	abcfg	b				bc				b	
Net: Disagree		2457	296	281	371	307	301	333	300	269	1240	1209	9	648	1300	508	1	1975	482
	40%	39%	37%	47%	40%	39%	44%	40%	35%	38%	43%	30%		36%	41%	44%	24%	40%	40%
				abdegh			beh				a				a	a			
Mean Score		2.71	2.69	2.79	2.49	2.75	2.79	2.62	2.62	2.92	2.76	2.65	3.23	2.91	2.65	2.56	2.35	2.72	2.69
			c	cfg		c	cfg		c	abcdefg	b			bc	c				
Standard Deviation		1.298	1.264	1.280	1.240	1.287	1.318	1.393	1.263	1.289	1.285	1.309	1.327	1.300	1.292	1.276	1.146	1.303	1.277
Standard Error		.017	.049	.049	.046	.048	.050	.052	.049	.048	.024	.026	.255	.032	.024	.039	.662	.019	.039
Error variance		*	*	*	*	*	*	*	*	*	*	*	.07	*	*	*	.44	*	*

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My line manager rewards employees who get good results, even if they use practices that are ethically questionable

BASE: All respondents

		Public-Private sector		Seniority		People Manager		Sector						
		Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	
Significance Level: 95%		Total	a	b	a	b	a	b	a	b	c	d	e	f
Unweighted Total		6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
Weighted Total		6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	556 9%	164 8%	392 10%	246 13% b	311 7%	345 11% b	211 7%	118 8%	76 11% ae	61 9%	123 10% a	145 9%	33 10%
Tend to agree	(4.0)	1092 18%	353 17%	740 18%	389 21% b	703 17%	664 22% b	428 14%	289 19% e	121 18%	125 18%	230 19% e	259 15%	69 20% e
Neither agree nor disagree	(3.0)	1460 24%	482 24%	979 24%	435 23%	1025 24%	723 24%	737 24%	386 26% d	162 24%	166 24%	265 22%	402 24%	80 23%
Tend to disagree	(2.0)	1102 18%	386 19%	716 17%	305 16%	797 19% a	557 18%	544 18%	270 18%	112 17%	116 17%	218 18%	320 19%	66 19%
Strongly disagree	(1.0)	1355 22%	458 23%	897 22%	365 19%	990 23% a	614 20%	741 24% a	306 20%	141 21%	150 22%	287 24% af	411 24% af	59 17%
Don't know		553 9%	174 9%	379 9%	132 7%	421 10% a	168 5%	385 13% a	137 9%	59 9%	72 10%	97 8%	152 9%	35 10%
Net: Agree		1649 27%	517 26%	1132 28%	635 34% b	1014 24%	1009 33% b	639 21%	407 27% e	198 29% e	187 27%	352 29% e	403 24%	102 30% e
Net: Disagree		2457 40%	844 42%	1613 39%	670 36%	1787 42% a	1172 38%	1285 42% a	576 38%	253 38%	267 39%	505 41%	732 43% abcf	125 37%
Mean Score		2.71	2.66	2.74	2.91 b	2.62	2.85 b	2.56	2.74 e	2.80 e	2.73	2.72 e	2.61	2.84 e
Standard Deviation		1.298	1.280	1.306	1.340	1.268	1.312	1.266	1.257	1.329	1.299	1.335	1.294	1.273
Standard Error		.017	.030	.021	.032	.020	.024	.024	.034	.054	.052	.040	.033	.073
Error variance		*	*	*	*	*	*	*	*	*	*	*	*	.01

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My line manager rewards employees who get good results, even if they use practices that are ethically questionable

BASE: All respondents

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106
6119	445	2028	1227	1555	864	3254	2419	1852	3617	650	964	4777	1401	3873	1669	107
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
556	50	183	110	134	80	293	214	185	339	32	111	432	293	230	160	30
9%	11%	9%	9%	9%	9%	9%	9%	10%	9%	5%	12%	9%	21%	6%	10%	28%
								c	c		b		b		a	
1092	58	361	238	309	126	599	436	394	606	93	252	794	388	579	254	47
18%	13%	18%	19%	20%	15%	18%	18%	21%	17%	14%	26%	17%	28%	15%	15%	44%
		ae	ae	ae		ae	ae	bc			b		b		a	
1460	120	485	305	359	192	790	551	422	861	177	215	1146	279	992	383	16
24%	27%	24%	25%	23%	22%	24%	23%	23%	24%	27%	22%	24%	20%	26%	23%	15%
								a					a			
1102	63	357	228	285	168	585	454	337	674	91	171	872	175	789	290	4
18%	14%	18%	19%	18%	19%	18%	19%	18%	19%	14%	18%	18%	13%	20%	17%	3%
			a	a	a		a	c	c				a	a	b	
1355	76	455	253	349	222	708	571	416	824	116	169	1111	213	998	451	8
22%	17%	22%	21%	22%	26%	22%	24%	22%	23%	18%	17%	23%	15%	26%	27%	7%
		a		a	acf	a	ac	c	c			a		a	b	
553	78	187	94	119	75	280	194	99	312	142	48	422	53	285	131	3
9%	18%	9%	8%	8%	9%	9%	8%	5%	9%	22%	5%	9%	4%	7%	8%	3%
	bcdefg								a	ab		a		a	b	
1649	108	544	348	443	206	891	650	579	946	124	363	1226	681	809	415	77
27%	24%	27%	28%	29%	24%	27%	27%	31%	26%	19%	38%	26%	49%	21%	25%	72%
			e	e		e		bc	c		b		b		a	
2457	139	813	480	634	390	1293	1025	752	1498	206	339	1983	388	1787	741	12
40%	31%	40%	39%	41%	45%	40%	42%	41%	41%	32%	35%	42%	28%	46%	44%	11%
		a	a	a	abcd	a	af	c	c			a		a	b	
2.71	2.84	2.71	2.76	2.72	2.59	2.73	2.67	2.77	2.69	2.67	2.96	2.67	3.28	2.51	2.60	3.83
	eg	e	e	e		e		b			b		b			a
1.298	1.297	1.301	1.278	1.296	1.317	1.292	1.305	1.317	1.303	1.191	1.297	1.301	1.358	1.230	1.336	1.117
.017	.068	.030	.038	.034	.047	.024	.028	.031	.023	.053	.043	.020	.037	.021	.034	.110
*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	.01

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My line manager rewards employees who get good results, even if they use practices that are ethically questionable

BASE: All respondents

		Employer support				Employer provision of information			
		Total	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%			a	b	c	d	a	b	c
Unweighted Total		6119	3103	1491	1612	939	1157	4319	1262
Weighted Total		6119	3114	1499	1615	936	1162	4325	1257
		100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	556	464	356	108	44	238	484	55
		9%	15%	24%	7%	5%	21%	11%	4%
			cd	acd	d		bc	c	
Tend to agree	(4.0)	1092	715	401	314	115	286	852	183
		18%	23%	27%	19%	12%	25%	20%	15%
			cd	acd	d		bc	c	
Neither agree nor disagree	(3.0)	1460	599	213	386	153	207	981	343
		24%	19%	14%	24%	16%	18%	23%	27%
			bd		abd			a	ab
Tend to disagree	(2.0)	1102	529	192	337	195	174	808	215
		18%	17%	13%	21%	21%	15%	19%	17%
			b		ab	ab		a	
Strongly disagree	(1.0)	1355	654	294	361	375	208	917	335
		22%	21%	20%	22%	40%	18%	21%	27%
					abc			a	ab
Don't know		553	153	43	110	54	48	284	127
		9%	5%	3%	7%	6%	4%	7%	10%
			b		ab	b		a	ab
Net: Agree		1649	1179	757	422	160	525	1335	237
		27%	38%	51%	26%	17%	45%	31%	19%
			cd	acd	d		bc	c	
Net: Disagree		2457	1183	486	697	570	382	1725	550
		40%	38%	32%	43%	61%	33%	40%	44%
			b		ab	abc		a	ab
Mean Score		2.71	2.93	3.23	2.65	2.16	3.16	2.80	2.48
			cd	acd	d		bc	c	
Standard Deviation		1.298	1.388	1.463	1.248	1.244	1.413	1.325	1.207
Standard Error		.017	.026	.038	.032	.042	.042	.021	.036
Error variance		*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My line manager supports me in following my organisation's standards of ethical behaviour

BASE: All respondents

	Country								Gender			Age				Working status	
											I identify in another way/ Prefer not to say						
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
6119	754	762	784	768	775	756	756	764	3256	2834	29	1804	3127	1184	4	4905	1214
6119	754	762	784	768	775	756	756	764	3268	2822	29	1786	3178	1151	4	4914	1205
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1436	100	157	231	133	199	246	172	200	747	684	6	385	758	294	-	1149	288
23%	13%	21%	29%	17%	26%	33%	23%	26%	23%	24%	20%	22%	24%	26%	-	23%	24%
		a	abdg	a	abd	abdegh	ad	abd						a			
2101	232	264	275	300	275	194	295	265	1157	936	7	682	1060	357	1	1693	408
34%	31%	35%	35%	39%	36%	26%	39%	35%	35%	33%	25%	38%	33%	31%	26%	34%	34%
	f	f	f	af	af		af	f				bc					
1463	214	189	169	199	157	175	165	195	810	647	6	418	775	269	1	1194	270
24%	28%	25%	22%	26%	20%	23%	22%	25%	25%	23%	21%	23%	24%	23%	24%	24%	22%
	cefg	e		ce				e									
425	79	53	39	54	49	60	49	43	201	219	5	133	209	83	-	346	79
7%	10%	7%	5%	7%	6%	8%	7%	6%	6%	8%	17%	7%	7%	7%	-	7%	7%
	bcddegh					c				a							
361	74	47	36	45	43	55	30	31	187	170	4	86	197	76	2	297	64
6%	10%	6%	5%	6%	6%	7%	4%	4%	6%	6%	13%	5%	6%	7%	50%	6%	5%
	bcddegh					cgh							a	a			
333	55	52	34	39	53	26	44	30	166	166	1	82	180	72	-	237	97
5%	7%	7%	4%	5%	7%	3%	6%	4%	5%	6%	3%	5%	6%	6%	-	5%	8%
	cfh	cfh			cfh		f							a			a
3537	331	421	505	433	474	440	468	465	1904	1620	13	1067	1818	651	1	2841	695
58%	44%	55%	64%	56%	61%	58%	62%	61%	58%	57%	46%	60%	57%	57%	26%	58%	58%
		a	abdf	a	ab	a	abd	ab									
786	153	100	75	98	92	115	79	74	388	389	9	219	406	159	2	642	143
13%	20%	13%	10%	13%	12%	15%	10%	10%	12%	14%	30%	12%	13%	14%	50%	13%	12%
	bcddegh	ch		c		cgh				a							
3.66	3.29	3.61	3.83	3.58	3.75	3.71	3.75	3.76	3.67	3.66	3.24	3.67	3.66	3.66	2.26	3.65	3.70
		a	abdf	a	abd	ad	abd	abd									
1.114	1.165	1.108	1.071	1.059	1.110	1.225	1.032	1.049	1.093	1.136	1.351	1.064	1.124	1.161	1.508	1.116	1.105
.015	.044	.042	.039	.039	.041	.045	.039	.039	.020	.022	.255	.026	.021	.035	.754	.016	.033
*	*	*	*	*	*	*	*	*	*	*	.07	*	*	*	.57	*	*

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My line manager supports me in following my organisation's standards of ethical behaviour

BASE: All respondents

		Public-Private sector			Seniority		People Manager		Sector					
		Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
Significance Level: 95%		a	b	a	b	a	b	a	b	c	d	e	f	
Unweighted Total		6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
Weighted Total		6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	1436 23%	456 23%	981 24%	550 29% b	887 21%	776 25% b	660 22%	326 22%	168 25%	159 23%	306 25% a	398 24%	80 23%
Tend to agree	(4.0)	2101 34%	699 35%	1402 34%	633 34%	1467 35%	1168 38% b	933 31%	529 35%	211 31%	227 33%	436 36%	585 35%	112 33%
Neither agree nor disagree	(3.0)	1463 24%	483 24%	980 24%	411 22%	1052 25% a	681 22%	782 26% a	366 24%	167 25%	168 24%	284 23%	384 23%	94 28%
Tend to disagree	(2.0)	425 7%	155 8%	269 7%	105 6%	320 8% a	214 7%	211 7%	103 7%	45 7%	53 8%	77 6%	123 7%	24 7%
Strongly disagree	(1.0)	361 6%	126 6%	234 6%	86 5%	275 6% a	149 5%	211 7% a	90 6% f	42 6% f	42 6% f	64 5% f	112 7% f	11 3%
Don't know		333 5%	98 5%	236 6%	87 5%	247 6%	83 3%	250 8% a	93 6% d	37 5%	43 6%	53 4%	87 5%	21 6%
Net: Agree		3537 58%	1154 57%	2382 58%	1183 63% b	2354 55%	1944 63% b	1593 52%	855 57%	379 57%	386 56%	742 61% ac	983 58%	192 56%
Net: Disagree		786 13%	282 14%	504 12%	191 10%	595 14% a	364 12%	422 14% a	193 13%	87 13%	95 14%	141 12%	235 14%	35 10%
Mean Score		3.66	3.63	3.68	3.82 b	3.59	3.74 b	3.58	3.64	3.66	3.63	3.72 a	3.65	3.70
Standard Deviation		1.114	1.125	1.108	1.083	1.121	1.075	1.149	1.104	1.139	1.132	1.089	1.140	1.031
Standard Error		.015	.026	.018	.026	.018	.020	.022	.029	.045	.044	.032	.028	.058
Error variance		*	*	*	*	*	*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My line manager supports me in following my organisation's standards of ethical behaviour

BASE: All respondents

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106
6119	445	2028	1227	1555	864	3254	2419	1852	3617	650	964	4777	1401	3873	1669	107
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1436	111	473	272	367	214	745	581	327	1017	93	146	1262	574	711	472	30
23%	25%	23%	22%	24%	25%	23%	24%	18%	28% ac	14%	15%	26% a	41% b	18%	28%	28%
2101	90	689	431	589	301	1120	890	587	1314	200	309	1703	546	1251	544	42
34%	20%	34% a	35% a	38% abf	35% a	34% a	37% a	32%	36% ac	31%	32%	36% a	39% b	32%	33%	40%
1463	131	480	304	357	191	784	548	463	823	177	232	1107	183	1089	370	24
24%	29% bdefg	24%	25%	23%	22%	24%	23%	25%	23%	27% b	24%	23%	13% a	28% a	22%	22%
425	14	142	99	107	63	241	170	207	176	43	122	267	54	333	114	5
7%	3%	7% a	8% a	7% a	7% a	7% a	7% a	11% bc	5%	7%	13% b	6%	4% a	9% a	7%	4%
361	19	115	75	88	65	189	153	222	106	33	125	202	18	311	89	4
6%	4%	6%	6%	6%	8% a	6%	6%	12% bc	3%	5% b	13% b	4%	1% a	8% a	5%	4%
333	81	128	47	48	29	175	77	47	182	104	29	235	26	179	80	2
5%	18% bcddefg	6% cdeg	4%	3%	3%	5% cdeg	3%	3%	5% a	16% ab	3%	5% a	2% a	5% a	5%	2%
3537	201	1162	703	955	515	1865	1471	914	2330	293	455	2965	1120	1962	1016	73
58%	45% a	57% a	57% a	61% abcf	60% a	57% a	61% abcf	49%	64% ac	45%	47% a	62% a	80% b	51%	61%	68%
786	33	256	173	195	128	430	323	428	281	76	248	469	71	644	203	9
13%	7% a	13% a	14% a	13% a	15% a	13% a	13% a	23% bc	8%	12% b	26% b	10%	5% a	17% a	12%	8%
3.66	3.71	3.67	3.62	3.69	3.64	3.65	3.67	3.33	3.86 ac	3.51 a	3.24	3.78 a	4.17 b	3.47	3.75	3.86
1.114	1.095	1.110	1.116	1.092	1.168	1.112	1.120	1.245	.999	1.056	1.251	1.054	.892	1.149	1.122	1.012
.015	.057	.025	.032	.028	.040	.020	.023	.029	.017	.045	.041	.016	.024	.019	.028	.099
*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	.01

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My line manager supports me in following my organisation's standards of ethical behaviour

BASE: All respondents

		Employer support				Employer provision of information			
		Total	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%			a	b	c	d	a	b	c
Unweighted Total		6119	3103	1491	1612	939	1157	4319	1262
Weighted Total		6119	3114	1499	1615	936	1162	4325	1257
		100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	1436	1326	847	479	11	522	1241	150
		23%	43% cd	56% acd	30% d	1%	45% bc	29% c	12%
Tend to agree	(4.0)	2101	1548	652	896	93	450	1696	273
		34%	50% bd	44% d	55% abd	10%	39% c	39% c	22%
Neither agree nor disagree	(3.0)	1463	191	-	191	198	135	867	432
		24%	6% b	-	12% ab	21% abc	12%	20% a	34% ab
Tend to disagree	(2.0)	425	31	-	31	293	31	253	128
		7%	1% b	-	2% ab	31% abc	3% a	6% a	10% ab
Strongly disagree	(1.0)	361	6	-	6	318	12	155	171
		6%	* b	-	* b	34% abc	1% a	4% a	14% ab
Don't know		333	12	-	12	22	12	113	103
		5%	* b	-	1% b	2% abc	1% a	3% a	8% ab
Net: Agree		3537	2874	1499	1375	104	972	2937	423
		58%	92% cd	100% acd	85% d	11%	84% bc	68% c	34%
Net: Disagree		786	37	-	37	612	42	408	299
		13%	1% b	-	2% ab	65% abc	4% a	9% a	24% ab
Mean Score		3.66	4.34 cd	4.56 acd	4.13 d	2.11	4.25 bc	3.86 c	3.09
Standard Deviation		1.114	.656	.496	.715	1.033	.841	1.026	1.205
Standard Error		.015	.012	.013	.018	.034	.025	.016	.035
Error variance		*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My organisation disciplines employees who violate my organisation's ethical standards

BASE: All respondents

		Country								Gender			Age				Working status		
												I identify in another way/ Prefer not to say							
		Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
Significance Level: 95%			a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
Unweighted Total		6119	754	762	784	768	775	756	756	764	3256	2834	29	1804	3127	1184	4	4905	1214
Weighted Total		6119	754	762	784	768	775	756	756	764	3268	2822	29	1786	3178	1151	4	4914	1205
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	1170	104	146	162	140	111	208	107	191	675	490	5	327	600	242	-	969	201
		19%	14%	19%	21%	18%	14%	27%	14%	25%	21%	17%	17%	18%	19%	21%	-	20%	17%
				aeg	aeg	aeg		abcdeg		abcdeg	b							b	
Tend to agree	(4.0)	2045	261	210	258	321	247	204	280	263	1139	898	7	626	1048	369	2	1637	408
		33%	35%	28%	33%	42%	32%	27%	37%	34%	35%	32%	25%	35%	33%	32%	51%	33%	34%
			bf		bf	abcefh	f		bef	bf	b								
Neither agree nor disagree	(3.0)	1299	178	173	151	159	182	149	141	168	704	587	8	352	711	236	-	1034	265
		21%	24%	23%	19%	21%	23%	20%	19%	22%	22%	21%	29%	20%	22%	21%	-	21%	22%
			cg	g			cg								a				
Tend to disagree	(2.0)	599	92	68	79	59	93	82	68	57	305	289	5	192	302	105	1	502	97
		10%	12%	9%	10%	8%	12%	11%	9%	8%	9%	10%	17%	11%	9%	9%	25%	10%	8%
			bdgh				dh	dh										b	
Strongly disagree	(1.0)	332	50	52	44	31	43	52	37	23	154	176	3	102	159	70	1	278	53
		5%	7%	7%	6%	4%	6%	7%	5%	3%	5%	6%	10%	6%	5%	6%	24%	6%	4%
			dh	dh	h		h	dh				a							
Don't know		674	68	113	91	58	98	61	123	61	290	382	1	187	358	129	-	494	180
		11%	9%	15%	12%	8%	13%	8%	16%	8%	9%	14%	3%	10%	11%	11%	-	10%	15%
				adfh	dfh		adfh		acd fh			a						a	
Net: Agree		3215	366	356	420	461	358	412	387	454	1814	1389	12	953	1648	611	2	2606	609
		53%	49%	47%	54%	60%	46%	55%	51%	59%	56%	49%	41%	53%	52%	53%	51%	53%	51%
					abe	abcefg		abe	e	abceg	b								
Net: Disagree		931	142	120	123	90	137	134	105	81	459	465	8	294	460	175	2	781	151
		15%	19%	16%	16%	12%	18%	18%	14%	11%	14%	16%	27%	16%	14%	15%	49%	16%	12%
			dgh	dh	dh		dgh	dgh	h			a						b	
Mean Score		3.57	3.41	3.51	3.60	3.68	3.43	3.63	3.56	3.77	3.63	3.51	3.22	3.55	3.58	3.60	2.77	3.57	3.59
					ae	abeg		ae	ae	abcefg	b								
Standard Deviation		1.123	1.119	1.179	1.147	1.021	1.111	1.233	1.074	1.041	1.096	1.149	1.234	1.132	1.105	1.154	1.495	1.135	1.066
Standard Error		.015	.043	.046	.044	.038	.043	.047	.043	.039	.020	.023	.233	.028	.021	.036	.747	.017	.033
Error variance		*	*	*	*	*	*	*	*	*	*	*	.05	*	*	*	.56	*	*

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My organisation disciplines employees who violate my organisation's ethical standards

BASE: All respondents

		Public-Private sector		Seniority		People Manager		Sector						
		Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	
Significance Level: 95%		Total	a	b	a	b	a	b	a	b	c	d	e	f
Unweighted Total		6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
Weighted Total		6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	1170	393	777	437	733	661	509	285	141	126	243	307	68
		19%	19%	19%	23% b	17%	22% b	17%	19%	21%	18%	20%	18%	20%
Tend to agree	(4.0)	2045	642	1403	669	1376	1131	914	531	232	212	420	526	123
		33%	32%	34%	36% b	32%	37% b	30%	35% ce	35%	31%	34%	31%	36%
Neither agree nor disagree	(3.0)	1299	442	857	390	909	655	644	324	132	168	246	363	67
		21%	22%	21%	21%	21%	21%	21%	22%	20%	24% bd	20%	21%	20%
Tend to disagree	(2.0)	599	210	389	158	441	299	300	135	62	65	120	187	30
		10%	10%	9%	8%	10% a	10%	10%	9%	9%	9%	10%	11% a	9%
Strongly disagree	(1.0)	332	121	211	94	238	148	184	71	34	45	67	100	15
		5%	6%	5%	5%	6%	5%	6% a	5%	5%	7%	6%	6%	4%
Don't know		674	209	465	123	551	178	496	160	69	75	124	206	39
		11%	10%	11%	7%	13% a	6%	16% a	11%	10%	11%	10%	12%	11%
Net: Agree		3215	1035	2180	1106	2109	1792	1423	817	373	338	663	833	191
		53%	51%	53%	59% b	50%	58% b	47%	54% ce	56% ce	49%	54% ce	49%	56% ce
Net: Disagree		931	331	600	253	678	447	484	206	96	111	188	287	45
		15%	16%	15%	14%	16% a	15%	16%	14%	14%	16%	15%	17% a	13%
Mean Score		3.57	3.54	3.59	3.68 b	3.52	3.64 b	3.50	3.61 ce	3.64 ce	3.50	3.59	3.51	3.66 ce
Standard Deviation		1.123	1.147	1.110	1.105	1.127	1.096	1.147	1.085	1.116	1.146	1.128	1.149	1.082
Standard Error		.015	.027	.018	.027	.019	.020	.023	.030	.045	.046	.034	.030	.062
Error variance		*	*	*	*	*	*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My organisation disciplines employees who violate my organisation's ethical standards

BASE: All respondents

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106
6119	445	2028	1227	1555	864	3254	2419	1852	3617	650	964	4777	1401	3873	1669	107
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1170	86	343	211	319	210	554	529	307	795	68	152	988	457	603	394	35
19%	19%	17%	17%	21%	24%	17%	22%	17%	22%	10%	16%	21%	33%	16%	24%	33%
				bcd	abcd		bcd	c	ac			a	b		a	
2045	108	651	466	535	285	1117	820	548	1330	166	301	1656	552	1210	543	44
33%	24%	32%	38%	34%	33%	34%	34%	30%	37%	26%	31%	35%	39%	31%	33%	41%
		a	abefg	a	a	a	a		ac			a	b			
1299	115	455	263	308	159	718	467	396	729	174	209	977	220	912	332	15
21%	26%	22%	21%	20%	18%	22%	19%	21%	20%	27%	22%	20%	16%	24%	20%	14%
	deg	eg				eg				ab			a			
599	23	214	121	162	80	335	242	307	232	61	155	415	78	489	145	6
10%	5%	11%	10%	10%	9%	10%	10%	17%	6%	9%	16%	9%	6%	13%	9%	5%
		a	a	a	a	a	a	bc		b	b			a		
332	26	122	58	81	45	180	126	187	119	25	86	218	24	283	84	6
5%	6%	6%	5%	5%	5%	6%	5%	10%	3%	4%	9%	5%	2%	7%	5%	5%
								bc			b			a		
674	88	243	108	150	85	351	235	107	411	155	60	524	70	376	172	2
11%	20%	12%	9%	10%	10%	11%	10%	6%	11%	24%	6%	11%	5%	10%	10%	2%
	bcd	efg	cdg			c			a	ab		a		a	b	
3215	194	994	677	854	496	1671	1350	855	2125	234	453	2644	1009	1813	937	79
53%	44%	49%	55%	55%	57%	51%	56%	46%	59%	36%	47%	55%	72%	47%	56%	73%
		a	abf	abf	abf	a	abf	c	ac			a	b		a	
931	49	336	179	242	125	515	367	494	351	86	241	633	102	772	228	11
15%	11%	17%	15%	16%	14%	16%	15%	27%	10%	13%	25%	13%	7%	20%	14%	11%
		a		a		a	a	bc		b	b			a		
3.57	3.57	3.49	3.58	3.61	3.69	3.53	3.63	3.28	3.76	3.38	3.31	3.65	4.01	3.39	3.68	3.92
			b	bf	bcd		bf		ac			a	b			a
1.123	1.138	1.134	1.071	1.127	1.143	1.111	1.133	1.244	1.022	1.033	1.211	1.092	.951	1.161	1.129	1.089
.015	.060	.027	.032	.030	.041	.021	.024	.030	.018	.046	.040	.017	.026	.020	.029	.107
*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	.01

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My organisation disciplines employees who violate my organisation's ethical standards

BASE: All respondents

		Employer support				Employer provision of information			
		Total	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%			a	b	c	d	a	b	c
Unweighted Total		6119	3103	1491	1612	939	1157	4319	1262
Weighted Total		6119	3114	1499	1615	936	1162	4325	1257
		100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	1170 19%	1019 33% cd	725 48% acd	294 18% d	36 4%	447 38% bc	1051 24% c	89 7%
Tend to agree	(4.0)	2045 33%	1462 47% cd	774 52% acd	688 43% d	119 13%	461 40% c	1666 39% c	262 21%
Neither agree nor disagree	(3.0)	1299 21%	320 10% b	- -	320 20% ab	170 18% ab	150 13%	774 18% a	383 30% ab
Tend to disagree	(2.0)	599 10%	108 3% b	- -	108 7% ab	291 31% abc	51 4%	368 9% a	186 15% ab
Strongly disagree	(1.0)	332 5%	37 1% b	- -	37 2% ab	251 27% abc	16 1%	137 3% a	165 13% ab
Don't know		674 11%	168 5% b	- -	168 10% abd	69 7% ab	37 3%	330 8% a	171 14% ab
Net: Agree		3215 53%	2481 80% cd	1499 100% acd	982 61% d	156 17%	908 78% bc	2717 63% c	351 28%
Net: Disagree		931 15%	145 5% b	- -	145 9% ab	542 58% abc	67 6%	505 12% a	351 28% ab
Mean Score		3.57	4.13 cd	4.48 acd	3.76 d	2.31	4.13 bc	3.78 c	2.93
Standard Deviation		1.123	.836	.500	.947	1.149	.906	1.043	1.160
Standard Error		.015	.015	.013	.025	.039	.027	.017	.035
Error variance		*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My organisation acts responsibly in all its business dealings (with customers, clients, suppliers, etc.)
 BASE: All respondents

	Country								Gender			Age				Working status	
											I identify in another way/ Prefer not to say						
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
6119	754	762	784	768	775	756	756	764	3256	2834	29	1804	3127	1184	4	4905	1214
6119	754	762	784	768	775	756	756	764	3268	2822	29	1786	3178	1151	4	4914	1205
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1992	141	292	294	169	259	294	286	257	1068	915	9	506	1019	465	2	1578	414
33%	19%	38%	38%	22%	33%	39%	38%	34%	33%	32%	31%	28%	32%	40%	50%	32%	34%
		ade	ad		ad	adeh	ad	ad					a	ab			
2307	297	292	314	329	270	207	317	281	1237	1062	7	752	1190	365	-	1845	462
38%	39%	38%	40%	43%	35%	27%	42%	37%	38%	38%	24%	42%	37%	32%	-	38%	38%
	f	f	ef	efh	f		efh	f				bc	c				
945	160	114	77	151	116	127	76	125	500	438	7	301	495	149	1	794	151
15%	21%	15%	10%	20%	15%	17%	10%	16%	15%	16%	24%	17%	16%	13%	26%	16%	13%
	bcefg	cg		bceg	cg	cg		cg				c	c			b	
363	55	27	44	47	56	50	35	49	200	160	3	106	192	64	1	302	61
6%	7%	3%	6%	6%	7%	7%	5%	6%	6%	6%	10%	6%	6%	6%	24%	6%	5%
	bg		b	b	bg	b		b									
192	35	14	25	27	25	33	11	22	106	83	3	47	110	35	-	153	39
3%	5%	2%	3%	3%	3%	4%	1%	3%	3%	3%	11%	3%	3%	3%	-	3%	3%
	bg		g	bg	g	bg											
320	66	24	30	46	49	46	30	30	156	164	-	74	173	73	-	242	78
5%	9%	3%	4%	6%	6%	6%	4%	4%	5%	6%	-	4%	5%	6%	-	5%	7%
	bcd	fg		bc	bcgh	bc							a	a		a	
4299	438	584	608	498	529	500	604	538	2305	1977	16	1258	2209	830	2	3423	876
70%	58%	77%	78%	65%	68%	66%	80%	70%	71%	70%	55%	70%	70%	72%	50%	70%	73%
		ade	ade	a	a	a	ade	ad								a	
555	91	41	69	74	81	83	46	71	306	243	6	153	302	99	1	455	100
9%	12%	5%	9%	10%	10%	11%	6%	9%	9%	9%	21%	9%	9%	9%	24%	9%	8%
	bcg		bg	bg	bg	bg		bg									
3.96	3.66	4.11	4.07	3.78	3.94	3.95	4.15	3.96	3.95	3.97	3.55	3.91	3.94	4.08	3.76	3.94	4.02
		ade	ade	a	ad	ad	ade	ad						ab			a
1.026	1.051	.923	1.009	.995	1.063	1.137	.900	1.029	1.032	1.015	1.329	.980	1.042	1.046	1.491	1.029	1.014
.013	.040	.034	.037	.037	.039	.043	.033	.038	.019	.020	.247	.024	.019	.031	.746	.015	.030
*	*	*	*	*	*	*	*	*	*	*	.06	*	*	*	.56	*	*

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My organisation acts responsibly in all its business dealings (with customers, clients, suppliers, etc.)

BASE: All respondents

		Public-Private sector			Seniority		People Manager		Sector					
		Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
Significance Level: 95%			a	b	a	b	a	b	a	b	c	d	e	f
Unweighted Total		6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
Weighted Total		6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	1992	586	1406	751	1240	1055	937	495	248	223	441	472	112
		33%	29%	34%	40%	29%	34%	31%	33%	37%	32%	36%	28%	33%
				a	b		b		e	e	e	e		
Tend to agree	(4.0)	2307	765	1542	674	1632	1227	1080	574	233	247	460	657	135
		38%	38%	38%	36%	38%	40%	35%	38%	35%	36%	38%	39%	40%
							b							
Neither agree nor disagree	(3.0)	945	351	594	237	708	449	496	211	102	120	170	291	51
		15%	17%	14%	13%	17%	15%	16%	14%	15%	17%	14%	17%	15%
				b		a					ad		ad	
Tend to disagree	(2.0)	363	131	232	103	260	180	183	90	41	37	75	101	19
		6%	6%	6%	6%	6%	6%	6%	6%	6%	5%	6%	6%	6%
Strongly disagree	(1.0)	192	66	126	53	139	85	108	58	19	29	24	53	9
		3%	3%	3%	3%	3%	3%	4%	4%	3%	4%	2%	3%	3%
								d		d		d		
Don't know		320	118	203	52	268	76	244	78	27	36	50	114	16
		5%	6%	5%	3%	6%	2%	8%	5%	4%	5%	4%	7%	5%
					a		a					bd		
Net: Agree		4299	1351	2947	1426	2873	2282	2017	1070	481	470	901	1130	247
		70%	67%	72%	76%	68%	74%	66%	71%	72%	68%	74%	67%	72%
			a	b	b	a	b		e	e		ce		
Net: Disagree		555	197	358	156	399	265	290	148	60	66	99	154	28
		9%	10%	9%	8%	9%	9%	10%	10%	9%	10%	8%	9%	8%
Mean Score		3.96	3.88	3.99	4.08	3.90	4.00	3.91	3.95	4.01	3.91	4.04	3.89	3.99
				a	b		b			e		ace		
Standard Deviation		1.026	1.033	1.021	1.014	1.027	.998	1.054	1.053	1.036	1.067	.982	1.016	.991
Standard Error		.013	.024	.016	.024	.016	.018	.020	.028	.041	.042	.029	.026	.055
Error variance		*	*	*	*	*	*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My organisation acts responsibly in all its business dealings (with customers, clients, suppliers, etc.)

BASE: All respondents

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106
6119	445	2028	1227	1555	864	3254	2419	1852	3617	650	964	4777	1401	3873	1669	107
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1992	203	742	360	437	249	1102	687	402	1464	126	185	1761	702	1024	628	36
33%	46%	37%	29%	28%	29%	34%	28%	22%	40%	19%	19%	37%	50%	26%	38%	33%
	bcdefg	cdefg				cdeg			ac			a	b			
2307	118	762	490	629	307	1252	936	673	1392	242	350	1835	501	1491	574	43
38%	27%	38%	40%	40%	36%	38%	39%	36%	38%	37%	36%	38%	36%	38%	34%	40%
	a	a	ae	ae	a	a	a									
945	55	271	214	246	159	485	405	370	445	129	200	654	130	694	242	18
15%	12%	13%	17%	16%	18%	15%	17%	20%	12%	20%	21%	14%	9%	18%	14%	16%
			abf	b	abf		ab	b		b	b			a		
363	12	107	73	118	53	180	171	211	120	32	126	207	32	305	90	5
6%	3%	5%	6%	8%	6%	6%	7%	11%	3%	5%	13%	4%	2%	8%	5%	4%
	a	a	a	abf	a	a	abf	bc		b	b			a		
192	14	61	33	45	39	94	84	131	43	18	75	96	13	166	50	2
3%	3%	3%	3%	3%	5%	3%	3%	7%	1%	3%	8%	2%	1%	4%	3%	2%
					bcd			bc		b	b			a		
320	43	84	57	80	56	141	136	65	153	102	29	224	23	194	86	4
5%	10%	4%	5%	5%	6%	4%	6%	4%	4%	16%	3%	5%	2%	5%	5%	4%
	bcdefg				bf		bf			ab		a		a		
4299	322	1504	849	1066	557	2354	1623	1074	2856	368	535	3596	1203	2514	1202	79
70%	72%	74%	69%	69%	64%	72%	67%	58%	79%	57%	55%	75%	86%	65%	72%	74%
	eg	cdeg	e	e		cdeg			ac			a	b			
555	25	168	106	163	92	275	255	342	163	50	200	303	45	470	140	7
9%	6%	8%	9%	10%	11%	8%	11%	18%	5%	8%	21%	6%	3%	12%	8%	6%
			a	abf	abf	a	abf	bc		b	b			a		
3.96	4.21	4.04	3.92	3.88	3.83	3.99	3.86	3.56	4.19	3.78	3.48	4.09	4.34	3.79	4.04	4.03
	bcdefg	cdeg				cdeg			ac	a		a	b			
1.026	1.012	1.012	.994	1.021	1.087	1.007	1.044	1.172	.875	.975	1.181	.946	.816	1.077	1.029	.937
.013	.050	.023	.029	.027	.038	.018	.022	.028	.015	.042	.039	.014	.022	.018	.026	.093
*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	.01

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My organisation acts responsibly in all its business dealings (with customers, clients, suppliers, etc.)

BASE: All respondents

		Employer support					Employer provision of information		
		Total	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%			a	b	c	d	a	b	c
Unweighted Total		6119	3103	1491	1612	939	1157	4319	1262
Weighted Total		6119	3114	1499	1615	936	1162	4325	1257
		100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	1992 33%	1610 52% cd	930 62% acd	680 42% d	49 5%	565 49% bc	1586 37% c	308 25%
Tend to agree	(4.0)	2307 38%	1381 44% bd	569 38% d	811 50% abd	210 22%	428 37% c	1708 39% c	414 33%
Neither agree nor disagree	(3.0)	945 15%	89 3% b	- - b	89 6% ab	193 21% abc	111 10%	595 14% a	246 20% ab
Tend to disagree	(2.0)	363 6%	16 1% b	- - b	16 1% b	265 28% abc	32 3%	212 5% a	123 10% ab
Strongly disagree	(1.0)	192 3%	- - b	- - b	- - ab	174 19% abc	9 1%	84 2% a	90 7% ab
Don't know		320 5%	18 1% b	- - b	18 1% ab	45 5% abc	16 1%	140 3% a	76 6% ab
Net: Agree		4299 70%	2990 96% cd	1499 100% acd	1491 92% d	259 28%	993 86% bc	3294 76% c	722 57%
Net: Disagree		555 9%	16 1% b	- - b	16 1% b	440 47% abc	41 4%	296 7% a	212 17% ab
Mean Score		3.96	4.48 cd	4.62 acd	4.35 d	2.66	4.32 bc	4.08 c	3.62
Standard Deviation		1.026	.583	.485	.633	1.191	.821	.948	1.193
Standard Error		.013	.010	.013	.016	.040	.024	.015	.035
Error variance		*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My organisation lives up to its stated policy of social responsibility

BASE: All respondents

		Country								Gender			Age				Working status		
												I identify in another way/ Prefer not to say							
Total		France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time	
Significance Level: 95%		a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b	
Unweighted Total		6119	754	762	784	768	775	756	756	764	3256	2834	29	1804	3127	1184	4	4905	1214
Weighted Total		6119	754	762	784	768	775	756	756	764	3268	2822	29	1786	3178	1151	4	4914	1205
100%		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	1607	113	196	220	152	242	275	213	196	840	760	7	439	816	351	-	1284	322
		26%	15%	26%	28%	20%	31%	36%	28%	26%	26%	27%	24%	25%	26%	31%	-	26%	27%
				ad	ad	a	abdh	abcdegh	ad	ad						ab			
Tend to agree	(4.0)	2227	273	283	292	311	273	195	309	291	1230	991	6	674	1157	394	2	1786	441
		36%	36%	37%	37%	40%	35%	26%	41%	38%	38%	35%	20%	38%	36%	34%	49%	36%	37%
			f	f	f	ef	f		ef	f	b								
Neither agree nor disagree	(3.0)	1214	188	140	144	176	134	149	112	173	658	551	5	355	635	224	-	972	242
		20%	25%	18%	18%	23%	17%	20%	15%	23%	20%	20%	17%	20%	20%	19%	-	20%	20%
			bcefg			bceg		g		bceg									
Tend to disagree	(2.0)	452	83	64	56	49	47	54	57	42	246	202	3	155	217	77	2	384	68
		7%	11%	8%	7%	6%	6%	7%	8%	5%	8%	7%	10%	9%	7%	7%	51%	8%	6%
			cdefgh	h										b				b	
Strongly disagree	(1.0)	253	44	35	37	34	23	32	26	22	132	115	6	57	154	43	-	210	43
		4%	6%	5%	5%	4%	3%	4%	3%	3%	4%	4%	22%	3%	5%	4%	-	4%	4%
			egh												a				
Don't know		366	53	44	36	47	57	51	39	39	162	203	2	106	198	62	-	278	88
		6%	7%	6%	5%	6%	7%	7%	5%	5%	5%	7%	6%	6%	6%	5%	-	6%	7%
			c				c					a						a	
Net: Agree		3834	386	479	512	463	514	470	522	488	2070	1751	13	1113	1973	745	2	3070	763
		63%	51%	63%	65%	60%	66%	62%	69%	64%	63%	62%	44%	62%	62%	65%	49%	62%	63%
				a	ad	a	ad	a	abdfh	a									
Net: Disagree		705	127	99	92	83	70	86	83	64	378	318	9	211	371	120	2	594	111
		12%	17%	13%	12%	11%	9%	11%	11%	8%	12%	11%	32%	12%	12%	10%	51%	12%	9%
			bdefgh	eh	h													b	
Mean Score		3.78	3.47	3.75	3.81	3.69	3.92	3.89	3.87	3.82	3.77	3.79	3.15	3.76	3.76	3.86	2.98	3.77	3.83
				a	ad	a	abcd	abd	abd	ad						ab			
Standard Deviation		1.073	1.090	1.097	1.091	1.027	1.033	1.143	1.041	.995	1.063	1.078	1.535	1.044	1.090	1.070	1.155	1.082	1.035
Standard Error		.014	.041	.041	.040	.038	.039	.043	.039	.037	.019	.021	.295	.025	.020	.032	.577	.016	.031
Error variance		*	*	*	*	*	*	*	*	*	*	*	.09	*	*	*	.33	*	*

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My organisation lives up to its stated policy of social responsibility

BASE: All respondents

		Public-Private sector		Seniority		People Manager		Sector						
		Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
Significance Level: 95%		a	b	a	b	a	b	a	b	c	d	e	f	
Unweighted Total		6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
Weighted Total		6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	1607 26%	491 24%	1116 27% a	604 32% b	1002 24%	862 28% b	745 24%	362 24%	175 26%	194 28% a	358 29% ae	431 26%	86 25%
Tend to agree	(4.0)	2227 36%	762 38%	1465 36%	692 37%	1535 36%	1200 39% b	1027 34%	554 37%	239 36%	229 33%	451 37%	615 36%	140 41% c
Neither agree nor disagree	(3.0)	1214 20%	388 19%	826 20%	328 18%	885 21% a	565 18%	648 21% a	311 21%	139 21%	150 22%	221 18%	327 19%	65 19%
Tend to disagree	(2.0)	452 7%	171 8% b	281 7%	129 7%	322 8%	245 8%	206 7%	122 8%	52 8%	40 6%	89 7%	129 8%	19 6%
Strongly disagree	(1.0)	253 4%	85 4%	169 4%	58 3%	196 5% a	111 4%	143 5% a	63 4%	31 5%	38 6% d	38 3%	71 4%	12 4%
Don't know		366 6%	121 6%	246 6%	60 3%	307 7% a	89 3%	277 9% a	95 6%	34 5%	39 6%	63 5%	116 7%	19 6%
Net: Agree		3834 63%	1253 62%	2581 63%	1297 69% b	2537 60%	2062 67% b	1772 58%	916 61%	414 62%	423 61%	809 66% ace	1046 62%	226 66%
Net: Disagree		705 12%	256 13% b	449 11%	187 10%	518 12% a	356 12%	349 11%	185 12%	83 12%	79 11%	127 10%	200 12%	31 9%
Mean Score		3.78	3.74	3.80	3.91 b	3.72	3.82 b	3.73	3.73	3.75	3.77	3.87 abe	3.77	3.83
Standard Deviation		1.073	1.077	1.071	1.039	1.083	1.054	1.092	1.072	1.095	1.120	1.042	1.078	1.010
Standard Error		.014	.025	.017	.024	.017	.019	.021	.029	.043	.044	.031	.027	.056
Error variance		*	*	*	*	*	*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My organisation lives up to its stated policy of social responsibility

BASE: All respondents

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106
6119	445	2028	1227	1555	864	3254	2419	1852	3617	650	964	4777	1401	3873	1669	107
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1607	154	571	288	363	231	859	594	315	1176	116	177	1394	640	785	535	34
26%	35%	28%	23%	23%	27%	26%	25%	17%	32%	18%	18%	29%	46%	20%	32%	32%
	bcdefg	cdg				cd			ac			a	b			
2227	115	736	451	617	308	1187	925	586	1445	197	304	1830	522	1381	561	42
36%	26%	36%	37%	40%	36%	36%	38%	32%	40%	30%	32%	38%	37%	36%	34%	39%
	a	a	a	abef	a	a	a		ac			a				
1214	107	387	261	304	154	648	459	441	608	165	210	888	145	901	318	21
20%	24%	19%	21%	20%	18%	20%	19%	24%	17%	25%	22%	19%	10%	23%	19%	20%
	bdefg							b		b	b			a		
452	11	135	105	119	81	240	201	254	159	39	141	271	57	364	108	3
7%	2%	7%	9%	8%	9%	7%	8%	14%	4%	6%	15%	6%	4%	9%	6%	3%
	a	a	ab	a	abf	a	ab	bc			b			a		
253	12	80	46	77	39	126	116	174	56	23	98	134	14	226	68	4
4%	3%	4%	4%	5%	5%	4%	5%	9%	2%	4%	10%	3%	1%	6%	4%	4%
				a			a	bc		b	b			a		
366	47	119	75	75	50	194	125	83	174	109	34	260	23	216	79	3
6%	10%	6%	6%	5%	6%	6%	5%	4%	5%	17%	4%	5%	2%	6%	5%	3%
	bcdefg									ab		a		a		
3834	269	1307	739	980	539	2046	1519	901	2620	313	481	3224	1162	2166	1096	76
63%	60%	64%	60%	63%	62%	63%	63%	49%	72%	48%	50%	67%	83%	56%	66%	71%
		c							ac			a	b			
705	23	214	151	196	120	366	316	428	215	62	238	405	70	590	177	7
12%	5%	11%	12%	13%	14%	11%	13%	23%	6%	10%	25%	8%	5%	15%	11%	7%
		a	a	a	abf	a	abf	bc		b	b			a		
3.78	3.97	3.83	3.72	3.72	3.75	3.79	3.73	3.35	4.02	3.64	3.35	3.90	4.25	3.58	3.87	3.95
	bcdefg	cdg							ac	a		a	b			
1.073	1.015	1.064	1.061	1.079	1.116	1.064	1.092	1.208	.921	1.033	1.242	1.002	.874	1.115	1.086	1.002
.014	.051	.024	.031	.028	.039	.019	.023	.029	.016	.044	.041	.015	.024	.018	.027	.099
*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	.01

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - My organisation lives up to its stated policy of social responsibility

BASE: All respondents

		Employer support					Employer provision of information		
		Total	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%			a	b	c	d	a	b	c
Unweighted Total		6119	3103	1491	1612	939	1157	4319	1262
Weighted Total		6119	3114	1499	1615	936	1162	4325	1257
		100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	1607	1393	853	540	38	518	1363	185
		26%	45% cd	57% acd	33% d	4%	45% bc	32% c	15%
Tend to agree	(4.0)	2227	1506	646	860	107	464	1716	363
		36%	48% bd	43% d	53% abd	11%	40% c	40% c	29%
Neither agree nor disagree	(3.0)	1214	152	-	152	204	125	713	354
		20%	5% b	-	9% ab	22% abc	11% a	16% a	28% ab
Tend to disagree	(2.0)	452	32	-	32	310	32	270	146
		7%	1% b	-	2% ab	33% abc	3% a	6% a	12% ab
Strongly disagree	(1.0)	253	4	-	4	229	12	117	112
		4%	* *	-	* *	25% abc	1% a	3% a	9% ab
Don't know		366	27	-	27	47	11	147	97
		6%	1% b	-	2% ab	5% abc	1% a	3% a	8% ab
Net: Agree		3834	2899	1499	1400	145	982	3079	548
		63%	93% cd	100% acd	87% d	15%	85% bc	71% c	44%
Net: Disagree		705	36	-	36	540	44	388	258
		12%	1% b	-	2% ab	58% abc	4% a	9% a	21% ab
Mean Score		3.78	4.38 cd	4.57 acd	4.20 d	2.34	4.25 bc	3.94 c	3.31
Standard Deviation		1.073	.641	.495	.707	1.114	.836	1.002	1.169
Standard Error		.014	.012	.013	.018	.037	.025	.016	.034
Error variance		*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Issues of right and wrong are discussed in staff meetings

BASE: All respondents

	Country								Gender			Age				Working status	
											I identify in another way/ Prefer not to say						
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
6119	754	762	784	768	775	756	756	764	3256	2834	29	1804	3127	1184	4	4905	1214
6119	754	762	784	768	775	756	756	764	3268	2822	29	1786	3178	1151	4	4914	1205
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1159	82	148	138	122	197	182	146	144	617	539	3	339	575	245	1	942	218
19%	11%	19%	18%	16%	25%	24%	19%	19%	19%	19%	11%	19%	18%	21%	25%	19%	18%
		a	a	a	abcdgh	abcdgh	a	a						b			
2012	263	246	215	324	218	203	295	247	1097	908	7	629	1014	365	3	1583	429
33%	35%	32%	27%	42%	28%	27%	39%	32%	34%	32%	24%	35%	32%	32%	75%	32%	36%
	cef	cf		abcefh			bcefh	cf				bc					a
1264	181	174	164	163	133	156	121	173	712	542	10	354	690	220	-	1030	235
21%	24%	23%	21%	21%	17%	21%	16%	23%	22%	19%	34%	20%	22%	19%	-	21%	19%
	eg	eg	g	eg		g		eg	b								
675	74	82	138	64	75	71	79	92	337	334	4	207	350	118	-	569	106
11%	10%	11%	18%	8%	10%	9%	10%	12%	10%	12%	14%	12%	11%	10%	-	12%	9%
			abdefgh					d								b	
554	81	75	71	41	83	78	61	64	284	266	4	132	304	118	-	452	102
9%	11%	10%	9%	5%	11%	10%	8%	8%	9%	9%	14%	7%	10%	10%	-	9%	8%
	d	d	d		d	d	d	d					a	a			
455	73	37	58	53	69	66	54	44	221	233	1	125	245	85	-	338	116
7%	10%	5%	7%	7%	9%	9%	7%	6%	7%	8%	3%	7%	8%	7%	-	7%	10%
	bh		b		bh	bh				a							a
3171	345	394	353	446	415	385	441	391	1714	1447	10	968	1589	610	4	2524	647
52%	46%	52%	45%	58%	54%	51%	58%	51%	52%	51%	34%	54%	50%	53%	100%	51%	54%
		ac		abcfh	ac	ac	abcfh	ac				b					
1229	155	157	209	105	158	149	140	155	621	600	8	340	654	236	-	1021	208
20%	21%	21%	27%	14%	20%	20%	19%	20%	19%	21%	28%	19%	21%	20%	-	21%	17%
	d	d	abdefgh		d	d	d	d		a						b	
3.45	3.28	3.43	3.29	3.59	3.53	3.49	3.55	3.44	3.47	3.43	3.03	3.50	3.41	3.47	4.25	3.44	3.51
		ac		abch	ac	ac	ac	ac				b					
1.218	1.172	1.226	1.247	1.054	1.316	1.289	1.189	1.198	1.198	1.240	1.206	1.177	1.223	1.263	.500	1.225	1.186
.016	.045	.046	.046	.039	.050	.049	.045	.045	.022	.024	.228	.029	.023	.038	.250	.018	.036
*	*	*	*	*	*	*	*	*	*	*	.05	*	*	*	.06	*	*

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Issues of right and wrong are discussed in staff meetings

BASE: All respondents

		Public-Private sector		Seniority		People Manager		Sector						
								Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	
		Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager						
Significance Level: 95%		a	b	a	b	a	b	a	b	c	d	e	f	
Unweighted Total		6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
Weighted Total		6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	1159 19%	371 18%	789 19%	450 24% b	709 17%	681 22% b	478 16%	270 18%	143 21% f	132 19%	241 20%	320 19%	53 16%
Tend to agree	(4.0)	2012 33%	655 32%	1357 33%	629 34%	1382 33%	1132 37% b	880 29%	475 32%	218 33%	238 34%	396 32%	570 34%	115 34%
Neither agree nor disagree	(3.0)	1264 21%	417 21%	848 21%	386 21%	878 21%	589 19%	676 22% a	332 22% e	137 20%	143 21%	253 21%	317 19%	83 24% e
Tend to disagree	(2.0)	675 11%	237 12%	438 11%	192 10%	483 11%	336 11%	339 11%	170 11%	72 11%	65 9%	142 12%	187 11%	39 11%
Strongly disagree	(1.0)	554 9%	197 10%	357 9%	120 6%	435 10% a	220 7%	334 11% a	142 9%	54 8%	59 9%	102 8%	170 10%	28 8%
Don't know		455 7%	140 7%	314 8%	95 5%	360 8% a	115 4%	339 11% a	118 8%	47 7%	55 8%	86 7%	125 7%	24 7%
Net: Agree		3171 52%	1026 51%	2145 52%	1080 58% b	2091 49%	1813 59% b	1358 45%	745 49%	362 54%	369 53%	637 52%	890 53%	168 49%
Net: Disagree		1229 20%	434 22% b	795 19%	311 17%	918 22% a	556 18%	673 22% a	312 21%	126 19%	124 18%	244 20%	357 21%	66 19%
Mean Score		3.45	3.41	3.47	3.62 b	3.37	3.58 b	3.31	3.40	3.52 a	3.50	3.47	3.44	3.40
Standard Deviation		1.218	1.233	1.209	1.167	1.232	1.174	1.248	1.220	1.208	1.195	1.210	1.244	1.162
Standard Error		.016	.028	.020	.028	.020	.022	.024	.033	.048	.047	.036	.031	.065
Error variance		*	*	*	*	*	*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Issues of right and wrong are discussed in staff meetings

BASE: All respondents

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106
6119 100%	445 100%	2028 100%	1227 100%	1555 100%	864 100%	3254 100%	2419 100%	1852 100%	3617 100%	650 100%	964 100%	4777 100%	1401 100%	3873 100%	1669 100%	107 100%
1159 19%	97 22% deg	419 21% deg	229 19%	269 17%	145 17%	648 20% deg	414 17%	271 15%	802 22% ac	86 13%	164 17%	966 20% a	517 37% b	526 14%	405 24%	31 29%
2012 33%	104 23%	677 33% a	392 32% a	549 35% a	290 34% a	1069 33% a	839 35% a	572 31%	1250 35% ac	190 29%	319 33%	1592 33%	554 40% b	1173 30%	560 34%	50 47% a
1264 21%	108 24%	407 20%	261 21%	311 20%	178 21%	668 21%	489 20%	350 19%	769 21% a	145 22%	171 18%	995 21% a	197 14%	878 23% a	295 18%	17 16%
675 11%	27 6%	197 10% a	151 12% ab	176 11% a	123 14% abdf	348 11% a	300 12% abf	282 15% bc	333 9%	60 9%	117 12%	520 11%	62 4%	556 14% a	156 9% b	1 1%
554 9%	30 7%	192 9%	105 9%	144 9%	83 10%	298 9%	227 9%	287 15% bc	212 6%	56 9% b	146 15% b	366 8%	33 2%	488 13% a	136 8%	5 5%
455 7%	79 18% bcdefg	136 7%	88 7%	107 7%	45 5%	224 7%	152 6%	90 5%	251 7% a	113 17% ab	47 5%	338 7% a	39 3%	253 7% a	116 7%	3 3%
3171 52%	202 45%	1096 54% a	621 51%	818 53% a	435 50%	1716 53% a	1253 52% a	843 46%	2053 57% ac	276 42%	483 50%	2558 54%	1071 76% b	1699 44%	966 58%	81 76% a
1229 20%	57 13%	389 19% a	257 21% a	320 21% a	206 24% abf	646 20% a	526 22% ab	568 31% bc	545 15%	116 18%	262 27% b	885 19%	95 7%	1043 27% a	292 18% b	6 6%
3.45	3.58 cdeg	3.49 eg	3.43	3.43	3.35	3.47 e	3.40	3.15	3.62 ac	3.35 a	3.26	3.51 a	4.07 b	3.19	3.61	3.97 a
1.218	1.191	1.230	1.212	1.207	1.222	1.223	1.213	1.316	1.134	1.183	1.327	1.189	.960	1.250	1.220	.968
.016	.062	.028	.036	.032	.043	.022	.025	.031	.020	.051	.044	.018	.026	.021	.031	.095
*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	.01

Ethics at Work survey 2018 - Global research

Q9. To what extent do you agree or disagree with each of the following statements? - Issues of right and wrong are discussed in staff meetings

BASE: All respondents

		Employer support				Employer provision of information			
		Total	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%			a	b	c	d	a	b	c
Unweighted Total		6119	3103	1491	1612	939	1157	4319	1262
Weighted Total		6119	3114	1499	1615	936	1162	4325	1257
		100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	1159 19%	1064 34% cd	749 50% acd	314 19% d	16 2%	423 36% bc	1007 23% c	115 9%
Tend to agree	(4.0)	2012 33%	1464 47% d	750 50% cd	714 44% d	94 10%	445 38% c	1595 37% c	291 23%
Neither agree nor disagree	(3.0)	1264 21%	345 11% b	- - b	345 21% abd	107 11% b	177 15%	823 19% a	304 24% ab
Tend to disagree	(2.0)	675 11%	122 4% b	- - b	122 8% ab	293 31% abc	68 6%	440 10% a	185 15% ab
Strongly disagree	(1.0)	554 9%	45 1% b	- - b	45 3% ab	387 41% abc	24 2%	252 6% a	251 20% ab
Don't know		455 7%	74 2% b	- - b	74 5% ab	39 4% ab	25 2%	208 5% a	110 9% ab
Net: Agree		3171 52%	2528 81% cd	1499 100% acd	1029 64% d	111 12%	869 75% bc	2602 60% c	406 32%
Net: Disagree		1229 20%	168 5% b	- - b	168 10% ab	680 73% abc	92 8%	692 16% a	436 35% ab
Mean Score		3.45	4.11 cd	4.50 acd	3.73 d	1.95	4.04 bc	3.65 c	2.86
Standard Deviation		1.218	.864	.500	.969	1.064	.977	1.140	1.294
Standard Error		.016	.016	.013	.025	.035	.029	.018	.038
Error variance		*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q10. Have you felt pressured to compromise your current organisation's standards of ethical conduct?

BASE: All respondents

	Country								Gender			Age				Working status		
											I identify in another way/ Prefer not to say							
	Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
Significance Level: 95%		a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
Unweighted Total	6119	754	762	784	768	775	756	756	764	3256	2834	29	1804	3127	1184	4	4905	1214
Weighted Total	6119	754	762	784	768	775	756	756	764	3268	2822	29	1786	3178	1151	4	4914	1205
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	964	147	126	87	127	173	91	120	92	539	417	8	362	433	169	1	800	164
	16%	20%	17%	11%	17%	22%	12%	16%	12%	16%	15%	28%	20%	14%	15%	25%	16%	14%
		cfh	cfh		cfh	bcd fgh		cfh					bc				b	
No	4777	540	588	663	573	560	642	579	632	2557	2202	18	1289	2552	934	2	3818	959
	78%	72%	77%	85%	75%	72%	85%	77%	83%	78%	78%	62%	72%	80%	81%	50%	78%	80%
			ae	abdeg			abdeg	a	abdeg					a	a			
Don't know	378	66	48	34	68	42	23	57	40	171	204	3	135	193	48	1	296	82
	6%	9%	6%	4%	9%	5%	3%	8%	5%	5%	7%	10%	8%	6%	4%	25%	6%	7%
		cefh	f		cefh	f		cf	f		a		bc	c				

Ethics at Work survey 2018 - Global research

Q10. Have you felt pressured to compromise your current organisation's standards of ethical conduct?

BASE: All respondents

Significance Level: 95%

Unweighted Total

Weighted Total

Yes

No

Don't know

	Public-Private sector		Seniority		People Manager		Sector					
Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
	a	b	a	b	a	b	a	b	c	d	e	f
6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
964	356	609	369	595	609	356	249	95	110	176	274	59
16%	18% b	15%	20% b	14%	20% b	12%	17%	14%	16%	14%	16%	17%
4777	1521	3255	1427	3349	2319	2458	1156	534	536	984	1300	267
78%	75%	79% a	76%	79% a	75%	81% a	77%	80%	78%	81% ae	77%	78%
378	140	238	75	303	144	233	102	41	45	60	114	16
6%	7%	6%	4%	7% a	5%	8% a	7% d	6%	7%	5%	7% d	5%

Ethics at Work survey 2018 - Global research

Q10. Have you felt pressured to compromise your current organisation's standards of ethical conduct?

BASE: All respondents

		Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
	Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
Significance Level: 95%		a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
Unweighted Total	6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106
Weighted Total	6119	445	2028	1227	1555	864	3254	2419	1852	3617	650	964	4777	1401	3873	1669	107
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	964	47	302	201	279	135	503	414	622	255	87	964	-	310	589	236	46
	16%	11%	15%	16%	18%	16%	15%	17%	34%	7%	13%	100%	-	22%	15%	14%	43%
			a	a	abf	a	a	ab	bc		b	b		b		a	
No	4777	371	1598	949	1186	672	2548	1858	1103	3247	427	-	4777	1050	3091	1337	57
	78%	83%	79%	77%	76%	78%	78%	77%	60%	90%	66%	-	100%	75%	80%	80%	53%
		bcdefg								ac	a		a		a	b	
Don't know	378	27	127	76	91	57	203	147	127	115	136	-	-	40	193	96	4
	6%	6%	6%	6%	7%	6%	6%	6%	7%	3%	21%	-	-	3%	5%	6%	4%
									b		ab				a		

Ethics at Work survey 2018 - Global research

Q10. Have you felt pressured to compromise your current organisation's standards of ethical conduct?

BASE: All respondents

Significance Level: 95%

Unweighted Total

Weighted Total

Yes

No

Don't know

	Employer support				Employer provision of information		
Total	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
	a	b	c	d	a	b	c
6119	3103	1491	1612	939	1157	4319	1262
6119	3114	1499	1615	936	1162	4325	1257
100%	100%	100%	100%	100%	100%	100%	100%
964	371	164	207	301	164	737	185
16%	12%	11%	13%	32% abc	14%	17% a	15%
4777	2653	1299	1354	553	966	3394	986
78%	85% d	87% cd	84% d	59%	83% bc	78%	78%
378	91	36	54	83	31	194	86
6%	3%	2%	3%	9% abc	3%	4% a	7% ab

Ethics at Work survey 2018 - Global research

Q11. Which of the following, if any, were the main pressures on you to act unethically?

BASE: All who have felt pressured to compromise their organisation's current standards of ethical conduct

	Country								Gender			Age				Working status	
											I identify in another way/ Prefer not to say						
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
970	148	127	88	129	176	91	120	91	544	418	8	366	426	177	1	805	165
964	147	126	87	127	173	91	120	92	539	417	8	362	433	169	1	800	164
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
324	56	44	26	43	63	18	42	31	175	147	2	126	150	48	-	277	47
34%	38%	35%	30%	34%	36%	20%	35%	34%	32%	35%	24%	35%	35%	28%	-	35%	29%
	f	f		f	f		f	f									
280	45	25	28	41	45	35	36	25	156	120	3	105	130	44	-	232	48
29%	30%	20%	32%	32%	26%	38%	30%	28%	29%	29%	42%	29%	30%	26%	-	29%	29%
	b		b	b		be											
261	34	46	28	21	51	17	33	32	135	122	4	105	114	42	1	223	38
27%	23%	36%	32%	17%	29%	19%	27%	35%	25%	29%	47%	29%	26%	25%	100%	28%	23%
		adf	df		d		d	adf									
225	34	32	23	24	42	23	35	12	141	84	-	76	108	42	-	184	41
23%	23%	25%	26%	19%	24%	25%	29%	13%	26%	20%	-	21%	25%	25%	-	23%	25%
		h	h		h	h	h		b								
166	29	13	24	19	34	10	13	24	107	56	3	56	80	31	-	142	24
17%	20%	10%	27%	15%	20%	11%	11%	26%	20%	13%	41%	16%	18%	18%	-	18%	15%
	bg		bdfg		bg		bdfg		b								
158	26	22	18	13	28	15	16	20	84	74	-	55	73	30	-	133	26
16%	18%	17%	21%	11%	16%	16%	13%	22%	16%	18%	-	15%	17%	18%	-	17%	16%
			d					d									
151	20	22	9	19	14	29	24	13	92	58	1	60	68	23	-	128	23
16%	14%	17%	10%	15%	8%	32%	20%	14%	17%	14%	13%	17%	16%	13%	-	16%	14%
		e				abcdeh	e										
140	29	16	16	17	27	12	13	11	93	45	2	55	58	27	-	113	28
15%	19%	13%	18%	13%	16%	13%	11%	12%	17%	11%	28%	15%	13%	16%	-	14%	17%
									b								
111	24	18	2	16	15	11	10	14	70	40	1	45	47	19	-	95	16
11%	16%	14%	2%	13%	9%	12%	8%	15%	13%	10%	13%	13%	11%	11%	-	12%	10%
	ce	c		c	c	c		c									

Ethics at Work survey 2018 - Global research

Q11. Which of the following, if any, were the main pressures on you to act unethically?

BASE: All who have felt pressured to compromise their organisation's current standards of ethical conduct

	Country								Gender			Age				Working status	
											I identify in another way/ Prefer not to say						
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
970	148	127	88	129	176	91	120	91	544	418	8	366	426	177	1	805	165
964	147	126	87	127	173	91	120	92	539	417	8	362	433	169	1	800	164
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
104	15	7	7	20	19	14	12	10	66	35	2	31	51	22	-	85	19
11%	10%	5%	8%	16%	11%	15%	10%	11%	12%	8%	25%	9%	12%	13%	-	11%	11%
				b			b										
11	1	1	1	1	1	3	2	1	5	6	-	2	4	5	-	6	5
1%	1%	1%	1%	1%	1%	3%	2%	1%	1%	1%	-	*	1%	3%	-	1%	3%
														a			a
49	3	8	5	14	6	4	6	4	21	28	1	23	18	8	-	36	14
5%	2%	6%	6%	11%	3%	4%	5%	4%	4%	7%	13%	6%	4%	5%	-	4%	8%
				ae						a							a

Ethics at Work survey 2018 - Global research

Q11. Which of the following, if any, were the main pressures on you to act unethically?

BASE: All who have felt pressured to compromise their organisation's current standards of ethical conduct

		Public-Private sector		Seniority		People Manager		Sector					
	Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
Significance Level: 95%		a	b	a	b	a	b	a	b	c	d	e	f
Unweighted Total	970	359	611	371	599	612	358	251	95	111	178	277	58
Weighted Total	964	356	609	369	595	609	356	249	95	110	176	274	59
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Time pressure	324	113	211	122	202	208	116	80	37	43	62	87	16
	34%	32%	35%	33%	34%	34%	33%	32%	38%	39%	35%	32%	28%
I was following my boss's orders	280	100	180	94	186	163	117	78	26	34	46	79	17
	29%	28%	30%	25%	31%	27%	33% a	31%	27%	31%	26%	29%	29%
We were under-resourced	261	104	158	96	166	169	93	49	30	27	42	94	20
	27%	29%	26%	26%	28%	28%	26%	20%	31% a	24%	24%	34% ad	34% a
I had to meet unrealistic business objectives / deadlines	225	64	161	78	147	143	83	60	18	28	45	53	21
	23%	18%	26% a	21%	25%	23%	23%	24%	19%	25%	25%	19%	37% be
I was being asked to take shortcuts	166	64	102	80	86	112	55	46	20	13	31	49	8
	17%	18%	17%	22% b	14%	18%	15%	18%	21%	11%	18%	18%	13%
I felt peer pressure to be a team player	158	68	91	62	96	98	60	37	18	17	30	46	10
	16%	19%	15%	17%	16%	16%	17%	15%	19%	15%	17%	17%	18%
I was trying to save my job	151	65	86	57	94	93	58	35	15	29	24	39	9
	16%	18%	14%	16%	16%	15%	16%	14%	15%	26% ade	14%	14%	16%
There were financial / budgeting pressures at the company	140	42	98	64	76	105	36	43	11	13	37	31	6
	15%	12%	16%	17%	13%	17% b	10%	17%	11%	12%	21% ce	11%	10%
I wanted to help the organisation perform better (e.g. against competitors or spending cutbacks)	111	43	68	60	51	86	25	27	12	11	25	24	13
	11%	12%	11%	16% b	9%	14% b	7%	11%	12%	10%	14%	9%	22% ace

Ethics at Work survey 2018 - Global research

Q11. Which of the following, if any, were the main pressures on you to act unethically?

BASE: All who have felt pressured to compromise their organisation's current standards of ethical conduct

	Public-Private sector		Seniority		People Manager		Sector						
	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	
Significance Level: 95%	Total	a	b	a	b	a	b	a	b	c	d	e	f
Unweighted Total	970	359	611	371	599	612	358	251	95	111	178	277	58
Weighted Total	964	356	609	369	595	609	356	249	95	110	176	274	59
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
My organisation has an unethical culture	104	34	69	38	66	67	37	32	12	15	17	21	7
	11%	10%	11%	10%	11%	11%	10%	13%	13%	14%	10%	8%	11%
Other (Please specify)	11	4	7	4	7	5	6	2	1	1	2	5	-
	1%	1%	1%	1%	1%	1%	2%	1%	1%	1%	1%	2%	-
Don't know	49	20	30	10	39	24	26	15	4	4	8	15	3
	5%	6%	5%	3%	7%	4%	7%	6%	4%	4%	4%	6%	5%
					a		a						

Ethics at Work survey 2018 - Global research

Q11. Which of the following, if any, were the main pressures on you to act unethically?

BASE: All who have felt pressured to compromise their organisation's current standards of ethical conduct

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisationâ€™s standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
Total	a	b	c	d	e	f	g	a	b	c	a	*b	a	b	a	b
970	48	306	200	279	137	506	416	624	259	87	970	-	310	594	237	46
964	47	302	201	279	135	503	414	622	255	87	964	-	310	589	236	46
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%	100%	100%
324	14	97	66	100	47	163	147	209	75	39	324	-	92	207	82	9
34%	29%	32%	33%	36%	35%	32%	36%	34%	30%	45% ab	34%	-	30%	35%	35%	20%
280	14	94	48	80	44	142	124	185	75	21	280	-	63	200	63	9
29%	30%	31%	24%	29%	33%	28%	30%	30%	29%	24%	29%	-	20%	34% a	27%	21%
261	6	65	51	88	51	116	139	179	60	22	261	-	73	169	64	9
27%	12%	21%	26%	32% abf	38% abcf	23%	34% abcf	29%	24%	25%	27%	-	24%	29%	27%	19%
225	9	68	48	63	38	115	101	142	66	17	225	-	52	161	56	3
23%	19%	22%	24%	23%	28%	23%	24%	23%	26%	20%	23%	-	17%	27% a	24% b	7%
166	12	45	27	53	30	71	83	120	38	9	166	-	51	103	41	8
17%	25% cf	15%	13%	19%	22% cf	14%	20% cf	19% c	15%	10%	17%	-	16%	17%	17%	17%
158	5	38	34	48	33	73	81	114	25	19	158	-	62	88	41	14
16%	10%	13%	17%	17%	24% abf	14%	19% bf	18% b	10%	22% b	16%	-	20%	15%	17%	31% a
151	7	45	36	42	21	81	63	114	28	9	151	-	58	86	27	7
16%	15%	15%	18%	15%	16%	16%	15%	18% b	11%	10%	16%	-	19%	15%	12%	14%
140	7	51	28	37	17	79	54	94	36	10	140	-	41	94	29	9
15%	14%	17%	14%	13%	13%	16%	13%	15%	14%	12%	15%	-	13%	16%	12%	20%
111	6	36	22	35	13	58	47	80	19	12	111	-	60	46	27	11
11%	12%	12%	11%	12%	9%	11%	11%	13% b	8%	14%	11%	-	19% b	8%	11%	24% a

Ethics at Work survey 2018 - Global research

Q11. Which of the following, if any, were the main pressures on you to act unethically?

BASE: All who have felt pressured to compromise their organisation's current standards of ethical conduct

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics		
	Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
Significance Level: 95%		a	b	c	d	e	f	g	a	b	c	a	*b	a	b	a	b
Unweighted Total	970	48	306	200	279	137	506	416	624	259	87	970	-	310	594	237	46
Weighted Total	964	47	302	201	279	135	503	414	622	255	87	964	-	310	589	236	46
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%	100%	100%
My organisation has an unethical culture	104	2	36	24	27	14	60	41	89	10	5	104	-	28	73	32	6
	11%	5%	12%	12%	10%	10%	12%	10%	14% bc	4%	6%	11%	-	9%	12%	14%	12%
Other (Please specify)	11	4	2	2	2	1	4	3	2	6	3	11	-	2	4	4	-
	1%	9% bcdefg	1%	1%	1%	1%	1%	1%	* a	2% a	3% a	1%	-	1%	1%	2%	-
Don't know	49	2	19	14	12	2	34	14	15	26	8	49	-	22	24	10	3
	5%	5%	6% eg	7% eg	4%	1%	7% eg	3%	2%	10% a	9% a	5%	-	7%	4%	4%	7%

Ethics at Work survey 2018 - Global research

Q11. Which of the following, if any, were the main pressures on you to act unethically?

BASE: All who have felt pressured to compromise their organisation's current standards of ethical conduct

	Total	Employer support				Employer provision of information		
		Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	c	d	a	b	c
Unweighted Total	970	373	165	208	301	161	740	188
Weighted Total	964	371	164	207	301	164	737	185
	100%	100%	100%	100%	100%	100%	100%	100%
Time pressure	324 34%	121 33%	54 33%	67 32%	105 35%	54 33%	255 35%	54 29%
I was following my boss's orders	280 29%	85 23%	35 21%	50 24%	112 37% abc	47 28%	203 27%	65 35% b
We were under-resourced	261 27%	96 26%	39 24%	57 28%	87 29%	44 27%	209 28%	40 22%
I had to meet unrealistic business objectives / deadlines	225 23%	75 20%	27 16%	49 23%	82 27% ab	26 16%	157 21%	51 27% a
I was being asked to take shortcuts	166 17%	63 17%	27 16%	36 17%	57 19%	37 23% c	138 19%	24 13%
I felt peer pressure to be a team player	158 16%	74 20%	33 20%	42 20%	44 15%	33 20%	130 18%	26 14%
I was trying to save my job	151 16%	53 14%	22 14%	30 15%	54 18%	27 16%	113 15%	29 16%
There were financial / budgeting pressures at the company	140 15%	50 14%	23 14%	27 13%	49 16%	19 11%	105 14%	30 16%
I wanted to help the organisation perform better (e.g. against competitors or spending cutbacks)	111 11%	63 17% d	28 17% d	36 17% d	19 6%	19 12%	94 13%	15 8%
My organisation has an unethical culture	104 11%	23 6%	7 4%	16 8%	59 20% abc	15 9%	65 9%	34 18% ab
Other (Please specify)	11 1%	4 1%	1 1%	3 1%	2 1%	1 1%	6 1%	4 2%

Ethics at Work survey 2018 - Global research

Q11. Which of the following, if any, were the main pressures on you to act unethically?

BASE: All who have felt pressured to compromise their organisation's current standards of ethical conduct

Significance Level: 95%

Unweighted Total

Weighted Total

Don't know

	Employer support				Employer provision of information		
Total	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
	a	b	c	d	a	b	c
970	373	165	208	301	161	740	188
964	371	164	207	301	164	737	185
100%	100%	100%	100%	100%	100%	100%	100%
49	22	14	8	7	9	41	7
5%	6%	8%	4%	2%	6%	6%	4%
	d	d					

Ethics at Work survey 2018 - Global research

Q12. Does your organisation provide incentives to employees to encourage them to live up to the organisation's ethical standards?

BASE: All respondents

		Country								Gender			Age				Working status	
												I identify in another way/ Prefer not to say						
	Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
Significance Level: 95%		a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
Unweighted Total	6119	754	762	784	768	775	756	756	764	3256	2834	29	1804	3127	1184	4	4905	1214
Weighted Total	6119	754	762	784	768	775	756	756	764	3268	2822	29	1786	3178	1151	4	4914	1205
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	1401	188	223	103	120	185	194	217	170	806	587	8	553	620	228	-	1134	267
	23%	25%	29%	13%	16%	24%	26%	29%	22%	25%	21%	28%	31%	20%	20%	-	23%	22%
		cd	cdeh			cd	cd	cdeh	cd	b			bc					
No	3873	429	399	567	586	528	488	382	494	2082	1775	16	967	2131	772	3	3157	716
	63%	57%	52%	72%	76%	68%	65%	51%	65%	64%	63%	55%	54%	67%	67%	75%	64%	59%
		g		abfgh	abefgh	abg	abg		abg					a	a		b	
Don't know	845	136	140	114	62	62	74	156	100	380	460	5	266	427	150	1	623	222
	14%	18%	18%	14%	8%	8%	10%	21%	13%	12%	16%	17%	15%	13%	13%	25%	13%	18%
		defh	cdefh	def				cdefh	def		a							a

Ethics at Work survey 2018 - Global research

Q12. Does your organisation provide incentives to employees to encourage them to live up to the organisation's ethical standards?

BASE: All respondents

Significance Level: 95%

Unweighted Total

Weighted Total

Yes

No

Don't know

	Public-Private sector		Seniority		People Manager		Sector					
Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
	a	b	a	b	a	b	a	b	c	d	e	f
6119	2025	4094	1862	4257	3065	3054	1503	670	695	1215	1695	341
6119	2017	4102	1872	4247	3072	3047	1507	671	691	1220	1688	342
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1401	477	924	578	823	913	488	378	185	156	249	340	93
23%	24%	23%	31% b	19%	30% b	16%	25% de	28% cde	23%	20%	20%	27% de
3873	1235	2639	1132	2742	1880	1994	921	394	428	810	1115	207
63%	61%	64% a	60%	65% a	61%	65% a	61%	59%	62%	66% abcf	66% ab	60%
845	305	539	162	682	280	565	208	91	108	161	234	42
14%	15% b	13%	9%	16% a	9%	19% a	14%	14%	16%	13%	14%	12%

Ethics at Work survey 2018 - Global research

Q12. Does your organisation provide incentives to employees to encourage them to live up to the organisation's ethical standards?

BASE: All respondents

		Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
	Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
Significance Level: 95%		a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
Unweighted Total	6119	446	2028	1227	1551	867	3255	2418	1854	3618	647	970	4769	1400	3872	1666	106
Weighted Total	6119	445	2028	1227	1555	864	3254	2419	1852	3617	650	964	4777	1401	3873	1669	107
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	1401 23%	86 19%	475 23%	298 24%	361 23%	182 21%	773 24%	542 22%	454 25%	848 23%	99 15%	310 32%	1050 22%	1401 100%	- -	354 21%	53 49%
				a			a		c	c		b		b		a	
No	3873 63%	290 65%	1290 64%	779 63%	987 63%	528 61%	2069 64%	1515 63%	1249 67%	2257 62%	367 57%	589 61%	3091 65%	- -	3873 100%	1093 65%	49 46%
									bc	c		a	a	a		b	
Don't know	845 14%	70 16%	262 13%	150 12%	208 13%	155 18%	413 13%	363 15%	149 8%	513 14%	183 28%	65 7%	636 13%	- -	- -	222 13%	5 5%
						bcdfg		cf		a	ab		a			b	

Ethics at Work survey 2018 - Global research

Q12. Does your organisation provide incentives to employees to encourage them to live up to the organisation's ethical standards?

BASE: All respondents

Significance Level: 95%

Unweighted Total

Weighted Total

Yes

No

Don't know

	Total	Employer support				Employer provision of information		
		Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
		a	b	c	d	a	b	c
Unweighted Total	6119	3103	1491	1612	939	1157	4319	1262
Weighted Total	6119	3114	1499	1615	936	1162	4325	1257
	100%	100%	100%	100%	100%	100%	100%	100%
Yes	1401 23%	1073 34% cd	652 44% acd	421 26% d	59 6%	493 42% bc	1263 29% c	98 8%
No	3873 63%	1641 53% b	694 46%	947 59% ab	820 88% abc	546 47%	2499 58% a	1072 85% ab
Don't know	845 14%	400 13% bd	153 10% d	247 15% abd	57 6%	123 11% c	564 13% ac	87 7%

Ethics at Work survey 2018 - Global research

Q13. Which of the following incentives, if any, does your organisation provide to encourage employees to live up to its ethical standards?

BASE: All whose organisations provide incentives to employees to encourage them to live up to the organisation's ethical standard

	Country								Gender			Age				Working status	
											I identify in another way/ Prefer not to say						
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
Significance Level: 95%																	
Unweighted Total	1400	190	223	104	115	188	217	169	802	590	8	557	608	235	-	1130	270
Weighted Total	1401	188	223	103	120	185	217	170	806	587	8	553	620	228	-	1134	267
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%
It is part of our annual appraisal / review	637	79	100	52	53	81	77	116	377	256	4	220	289	128	-	529	108
	45%	42%	45%	50%	44%	44%	40%	53%	47%	44%	50%	40%	47%	56%	-	47%	40%
							af						a	ab			
It is taken into account in assessing bonus payments	411	60	58	27	38	75	67	36	261	150	-	157	198	55	-	353	58
	29%	32%	26%	26%	32%	41%	34%	17%	32%	26%	-	28%	32%	24%	-	31%	22%
		g	g	g	g	bcgh	g	g	b				c			b	
Public commendation (e.g. employee awards)	355	40	60	24	26	34	72	49	205	148	2	157	137	61	-	280	75
	25%	21%	27%	24%	22%	18%	37%	23%	25%	25%	25%	28%	22%	27%	-	25%	28%
			e			abcdeg		e				b					
Salary increases	275	42	47	22	24	35	28	31	165	108	2	140	105	30	-	223	52
	20%	22%	21%	21%	20%	19%	14%	14%	20%	18%	26%	25%	17%	13%	-	20%	19%
		g						fg				bc					
Other (Please specify)	19	1	4	4	2	1	2	4	11	9	-	4	14	2	-	14	6
	1%	1%	2%	4%	2%	1%	1%	2%	1%	1%	-	1%	2%	1%	-	1%	2%
			ae										a				
Don't know	132	29	22	11	5	7	12	34	62	69	1	50	60	21	-	93	38
	9%	15%	10%	11%	4%	4%	6%	16%	8%	12%	12%	9%	10%	9%	-	8%	14%
		defh	de	e			defh			a						a	

Ethics at Work survey 2018 - Global research

Q13. Which of the following incentives, if any, does your organisation provide to encourage employees to live up to its ethical standards?

BASE: All whose organisations provide incentives to employees to encourage them to live up to the organisation's ethical standard

		Public-Private sector		Seniority		People Manager		Sector					
	Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
Significance Level: 95%		a	b	a	b	a	b	a	b	c	d	e	f
Unweighted Total	1400	480	920	576	824	911	489	377	185	156	248	342	92
Weighted Total	1401	477	924	578	823	913	488	378	185	156	249	340	93
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
It is part of our annual appraisal / review	637	221	416	263	374	426	210	162	75	67	122	168	43
	45%	46%	45%	45%	45%	47%	43%	43%	40%	43%	49%	49% b	46%
It is taken into account in assessing bonus payments	411	100	311	205	206	286	124	118	65	47	88	60	32
	29%	21%	34% a	35% b	25%	31% b	25%	31% e	35% e	30% e	36% e	18%	34% e
Public commendation (e.g. employee awards)	355	122	233	153	203	239	117	90	53	42	65	81	25
	25%	26%	25%	26%	25%	26%	24%	24%	28%	27%	26%	24%	27%
Salary increases	275	91	184	123	152	197	78	84	41	30	47	54	20
	20%	19%	20%	21%	18%	22% b	16%	22% e	22%	19%	19%	16%	22%
Other (Please specify)	19	3	17	10	10	13	6	2	2	2	6	6	2
	1%	1%	2%	2%	1%	1%	1%	*	1%	1%	2% a	2%	2%
Don't know	132	63	68	27	105	56	76	38	16	15	11	42	10
	9%	13% b	7%	5%	13% a	6%	16% a	10% d	9%	10% d	5%	12% d	11% d

Ethics at Work survey 2018 - Global research

Q13. Which of the following incentives, if any, does your organisation provide to encourage employees to live up to its ethical standards?

BASE: All whose organisations provide incentives to employees to encourage them to live up to the organisation's ethical standard

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
	a	b	c	d	e	f	g	a	b	c	a	b	a	*b	a	b
1400	86	477	296	359	182	773	541	454	847	99	310	1050	1400	-	353	54
1401 100%	86 100%	475 100%	298 100%	361 100%	182 100%	773 100%	542 100%	454 100%	848 100%	99 100%	310 100%	1050 100%	1401 100%	- -	354 100%	53 100%
637 45%	30 35%	188 40%	141 47% b	186 52% abf	92 51% ab	329 43%	278 51% abf	187 41%	411 48% a	39 40%	120 39%	500 48% a	637 45%	- -	183 52%	26 50%
411 29%	28 33%	148 31%	91 30%	100 28%	44 24%	239 31%	144 27%	139 31%	245 29%	26 26%	91 29%	311 30%	411 29%	- -	102 29%	12 23%
355 25%	21 24%	114 24%	78 26%	92 25%	51 28%	192 25%	143 26%	146 32% bc	191 22%	19 19%	80 26%	268 26%	355 25%	- -	81 23%	18 34%
275 20%	17 20%	89 19%	63 21%	68 19%	38 21%	152 20%	106 20%	116 26% bc	150 18% c	9 9%	88 28% b	182 17%	275 20%	- -	60 17%	14 26%
19 1%	2 2%	8 2%	3 1%	2 1%	5 3% d	10 1%	7 1%	8 2%	12 1%	- -	1 *	18 2%	19 1%	- -	5 1%	- -
132 9%	12 14% cf	41 9%	16 5%	34 9%	29 16% bcd	57 7%	63 12% cf	27 6%	80 9% a	25 25% ab	18 6%	108 10% a	132 9%	- -	27 7%	1 2%

Ethics at Work survey 2018 - Global research

Q13. Which of the following incentives, if any, does your organisation provide to encourage employees to live up to its ethical standards?

BASE: All whose organisations provide incentives to employees to encourage them to live up to the organisation's ethical standard

	Total	Employer support				Employer provision of information		
		Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	c	d	a	b	c
Unweighted Total	1400	1073	648	425	59	489	1263	98
Weighted Total	1401	1073	652	421	59	493	1263	98
	100%	100%	100%	100%	100%	100%	100%	100%
It is part of our annual appraisal / review	637 45%	523 49%	329 50%	193 46%	24 40%	252 51% c	599 47% c	28 29%
It is taken into account in assessing bonus payments	411 29%	332 31%	216 33% cd	115 27%	12 20%	164 33% c	380 30%	23 23%
Public commendation (e.g. employee awards)	355 25%	282 26%	182 28%	100 24%	10 16%	130 26%	329 26%	23 23%
Salary increases	275 20%	213 20%	137 21%	76 18%	15 25%	115 23% c	258 20%	13 13%
Other (Please specify)	19 1%	13 1%	7 1%	6 1%	2 3%	3 1%	14 1%	5 5% ab
Don't know	132 9%	81 8%	41 6%	41 10% b	9 15% ab	31 6%	97 8%	19 19% ab

Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? Summary Table

BASE: All managers

		Statements					
		Petty fiddling is inevitable in a modern organisation	If we cracked down on every little fiddle we would soon find we had no staff	If we cracked down on every little fiddle we would soon find we had no suppliers	As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling	There is no real difference between fraud and a bit of petty fiddling	It is acceptable to artificially increase profits in the books as long as no money is stolen
		a	b	c	d	e	f
Significance Level: 95%							
Unweighted Total		1862	1862	1862	1862	1862	1862
Weighted Total		1872	1872	1872	1872	1872	1872
		100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	109 6% df	136 7% df	121 6% df	83 4%	192 10% abcdf	78 4%
Tend to agree	(4.0)	460 25% bcdef	386 21% df	376 20% df	280 15% f	364 19% df	164 9%
Neither agree nor disagree	(3.0)	401 21% ef	390 21% ef	410 22% def	360 19% f	326 17%	288 15%
Tend to disagree	(2.0)	394 21%	399 21%	401 21%	494 26% abcef	428 23% f	372 20%
Strongly disagree	(1.0)	466 25%	511 27%	495 26%	618 33% abce	523 28% a	937 50% abcde
Don't know		40 2%	49 3%	68 4% adef	37 2%	39 2%	32 2%
Net: Agree		570 30% cdf	522 28% df	497 27% df	363 19% f	556 30% cdf	242 13%
Net: Disagree		860 46%	910 49%	896 48%	1112 59% abce	951 51% a	1310 70% abcde
Mean Score		2.65 df	2.58 df	2.57 df	2.30 f	2.60 df	1.95
Standard Deviation		1.265	1.295	1.271	1.208	1.355	1.184
Standard Error		.030	.030	.030	.028	.032	.028
Error variance		*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - Net: Agree

BASE: All managers

	Country								Gender			Age				Working status	
											I identify in another way/ Prefer not to say						
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
Significance Level: 95%																	
Unweighted Total	1862	265	170	292	216	213	178	312	1242	610	10	445	970	446	1	1648	214
Weighted Total	1872	264	171	295	220	219	178	312	1251	610	10	444	991	436	1	1658	214
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Petty fiddling is inevitable in a modern organisation	570	75	59	89	52	77	61	40	404	164	2	160	268	142	-	512	58
	30%	28%	34%	30%	24%	35%	29%	22%	32%	27%	20%	36%	27%	33%	-	31%	27%
			dg			dg		acdfg		b		b		b			
There is no real difference between fraud and a bit of petty fiddling	556	82	75	84	53	35	66	52	381	171	4	142	275	139	-	487	68
	30%	31%	44%	29%	24%	16%	31%	29%	30%	28%	41%	32%	28%	32%	-	29%	32%
		e	acdefg	e	e		e	e									
If we cracked down on every little fiddle we would soon find we had no staff	522	79	61	54	64	62	55	51	354	166	2	172	245	105	-	461	61
	28%	30%	36%	18%	29%	28%	26%	29%	28%	27%	20%	39%	25%	24%	-	28%	28%
		c	cf		c	c	c	c				bc					
If we cracked down on every little fiddle we would soon find we had no suppliers	497	82	63	48	53	64	55	45	337	156	4	169	233	96	-	438	59
	27%	31%	37%	16%	24%	29%	26%	25%	27%	26%	40%	38%	23%	22%	-	26%	27%
		c	cdfgh		c	c	c	c				bc					
As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling	363	56	44	35	36	38	41	29	251	110	1	144	160	58	-	324	39
	19%	21%	26%	12%	16%	17%	19%	16%	20%	18%	10%	32%	16%	13%	-	20%	18%
		c	cdeg			c		cdefg				bc					
It is acceptable to artificially increase profits in the books as long as no money is stolen	242	52	30	11	21	21	36	24	159	81	2	119	98	25	-	216	25
	13%	20%	18%	4%	9%	10%	17%	13%	13%	13%	20%	27%	10%	6%	-	13%	12%
		cde	cde		c	c	cde	c				bc	c				

Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - Net: Agree

BASE: All managers

		Public-Private sector		Seniority		People Manager		Sector					
	Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
Significance Level: 95%		a	b	a	*b	a	b	a	b	c	d	e	f
Unweighted Total	1862	499	1363	1862	-	1480	382	445	216	214	448	413	126
Weighted Total	1872	496	1376	1872	-	1492	379	448	216	214	459	409	127
	100%	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%
Petty fiddling is inevitable in a modern organisation	570	170	400	570	-	486	84	164	62	60	121	119	43
	30%	34%	29%	30%	-	33%	22%	37%	29%	28%	26%	29%	34%
		b				b		bcde					
There is no real difference between fraud and a bit of petty fiddling	556	155	401	556	-	448	108	138	69	58	129	129	34
	30%	31%	29%	30%	-	30%	28%	31%	32%	27%	28%	32%	27%
If we cracked down on every little fiddle we would soon find we had no staff	522	158	364	522	-	449	73	148	70	53	114	101	36
	28%	32%	26%	28%	-	30%	19%	33%	32%	25%	25%	25%	28%
		b				b		cde	de				
If we cracked down on every little fiddle we would soon find we had no suppliers	497	145	352	497	-	419	78	142	63	46	113	101	32
	27%	29%	26%	27%	-	28%	21%	32%	29%	22%	25%	25%	25%
						b		cde					
As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling	363	105	257	363	-	309	54	114	46	39	78	57	29
	19%	21%	19%	19%	-	21%	14%	25%	21%	18%	17%	14%	23%
						b		cde	e				e
It is acceptable to artificially increase profits in the books as long as no money is stolen	242	82	159	242	-	214	27	84	25	27	49	44	13
	13%	17%	12%	13%	-	14%	7%	19%	12%	13%	11%	11%	10%
		b				b		bcdef					

Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - Net: Agree

BASE: All managers

		Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
	Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
Significance Level: 95%		a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
Unweighted Total	1862	297	608	322	425	210	930	635	625	1125	112	371	1417	576	1122	513	63
Weighted Total	1872	297	613	326	426	209	939	635	627	1132	113	369	1427	578	1132	518	63
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Petty fiddling is inevitable in a modern organisation	570 30%	76 26%	184 30%	105 32%	152 36%	52 25%	289 31%	204 32%	242 39%	300 27%	28 24%	168 46%	383 27%	220 38%	317 28%	101 19%	42 67%
					ae			ae	bc			b		b		a	
There is no real difference between fraud and a bit of petty fiddling	556 30%	90 30%	192 31%	88 27%	133 31%	54 26%	280 30%	186 29%	216 34%	315 28%	24 22%	135 37%	403 28%	201 35%	316 28%	147 28%	40 64%
									bc			b		b		a	
If we cracked down on every little fiddle we would soon find we had no staff	522 28%	71 24%	184 30%	84 26%	133 31%	50 24%	269 29%	183 29%	225 36%	269 24%	28 25%	174 47%	330 23%	210 36%	282 25%	88 17%	44 70%
			a		a				bc			b		b		a	
If we cracked down on every little fiddle we would soon find we had no suppliers	497 27%	65 22%	170 28%	85 26%	128 30%	49 23%	256 27%	176 28%	205 33%	265 23%	27 24%	160 43%	323 23%	206 36%	260 23%	98 19%	39 63%
					a				b			b		b		a	
As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling	363 19%	47 16%	115 19%	77 23%	94 22%	31 15%	191 20%	125 20%	159 25%	181 16%	22 20%	124 33%	230 16%	175 30%	168 15%	49 10%	46 73%
				ae	ae				b			b		b		a	
It is acceptable to artificially increase profits in the books as long as no money is stolen	242 13%	17 6%	84 14%	48 15%	70 16%	23 11%	132 14%	93 15%	118 19%	111 10%	12 11%	99 27%	134 9%	149 26%	78 7%	28 5%	40 63%
			a	a	a	a	a	a	bc			b		b		a	

Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - Net: Agree

BASE: All managers

	Total	Employer support				Employer provision of information		
		Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	c	d	a	b	c
Unweighted Total	1862	1081	574	507	233	400	1365	408
Weighted Total	1872	1091	581	510	232	402	1375	408
	100%	100%	100%	100%	100%	100%	100%	100%
Petty fiddling is inevitable in a modern organisation	570 30%	334 31%	168 29%	166 33%	74 32%	132 33% c	445 32% c	105 26%
There is no real difference between fraud and a bit of petty fiddling	556 30%	336 31%	198 34% c	137 27%	67 29%	128 32%	417 30%	122 30%
If we cracked down on every little fiddle we would soon find we had no staff	522 28%	298 27%	161 28%	137 27%	84 36% abc	116 29%	413 30% c	93 23%
If we cracked down on every little fiddle we would soon find we had no suppliers	497 27%	311 29%	162 28%	149 29%	61 26%	115 29% c	394 29% c	86 21%
As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling	363 19%	227 21%	114 20%	113 22%	39 17%	91 23% c	290 21% c	61 15%
It is acceptable to artificially increase profits in the books as long as no money is stolen	242 13%	165 15% d	94 16% d	72 14%	23 10%	73 18% c	206 15% c	27 7%

Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - Net: Disagree

BASE: All managers

	Country								Gender			Age				Working status	
											I identify in another way/ Prefer not to say						
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
Significance Level: 95%																	
Unweighted Total	1862	265	170	292	216	216	178	312	1242	610	10	445	970	446	1	1648	214
Weighted Total	1872	264	171	295	220	219	178	312	1251	610	10	444	991	436	1	1658	214
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
It is acceptable to artificially increase profits in the books as long as no money is stolen	1310 70%	156 59%	105 62%	260 88% abdefgh	161 73% abf	159 72% abf	128 60% abf	132 74% abf	209 67%	869 69%	433 71%	7 70%	225 51%	725 73% a	360 83% ab	- - 70%	1154 73%
As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling	1112 59%	148 56%	84 49%	222 75% abdefgh	115 52% bdh	141 64% bdh	121 57% abdh	117 66% abdh	164 53%	722 58%	384 63% a	6 59%	190 43%	634 64% a	287 66% a	1 100%	984 59%
There is no real difference between fraud and a bit of petty fiddling	951 51%	123 47% b	60 35%	174 59% abfh	111 50% b	145 66% abdfgh	100 47% b	97 55% bh	141 45% b	618 49%	328 54%	5 49%	192 43%	529 53% a	229 53% a	1 100%	845 51%
If we cracked down on every little fiddle we would soon find we had no staff	910 49%	124 47% b	62 36%	190 64% abdefgh	99 45%	101 46%	104 49% b	89 50% b	142 45%	593 47%	311 51%	6 59%	149 34%	528 53% a	232 53% a	1 100%	806 49%
If we cracked down on every little fiddle we would soon find we had no suppliers	896 48%	123 47% b	58 34%	177 60% abdefh	97 44%	102 46% b	100 47% b	98 55% bdh	141 45% b	601 48%	290 47%	5 49%	150 34%	508 51% a	236 54% a	1 100%	804 48%
Petty fiddling is inevitable in a modern organisation	860 46%	128 48% h	68 40%	150 51% bh	112 51% bh	94 43%	102 48% h	93 52% bh	113 36%	550 44%	303 50% a	8 80%	159 36%	492 50% a	208 48% a	1 100%	750 45%

Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - Net: Disagree

BASE: All managers

		Public-Private sector		Seniority		People Manager		Sector					
	Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
Significance Level: 95%		a	b	a	*b	a	b	a	b	c	d	e	f
Unweighted Total	1862	499	1363	1862	-	1480	382	445	216	214	448	413	126
Weighted Total	1872	496	1376	1872	-	1492	379	448	216	214	459	409	127
	100%	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%
It is acceptable to artificially increase profits in the books as long as no money is stolen	1310	321	989	1310	-	1033	276	279	157	137	345	302	89
	70%	65%	72% a	70%	-	69%	73%	62%	73% a	64%	75% ac	74% ac	71%
As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling	1112	273	839	1112	-	886	225	221	132	125	292	270	72
	59%	55%	61% a	59%	-	59%	59%	49%	61% a	59% a	64% a	66% a	57%
There is no real difference between fraud and a bit of petty fiddling	951	228	723	951	-	763	188	211	106	118	240	206	69
	51%	46%	53% a	51%	-	51%	49%	47%	49%	55% a	52%	50%	54%
If we cracked down on every little fiddle we would soon find we had no staff	910	212	698	910	-	718	193	181	108	116	233	217	54
	49%	43%	51% a	49%	-	48%	51%	40%	50% a	54% af	51% a	53% af	43%
If we cracked down on every little fiddle we would soon find we had no suppliers	896	219	677	896	-	725	171	195	96	105	221	218	61
	48%	44%	49%	48%	-	49%	45%	43%	45%	49%	48%	53% ab	48%
Petty fiddling is inevitable in a modern organisation	860	207	653	860	-	666	194	168	103	104	229	200	56
	46%	42%	47% a	46%	-	45%	51% a	37%	48% a	49% a	50% a	49% a	44%

Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - Net: Disagree

BASE: All managers

		Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
								Net: Large/ very large (250+)									
	Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)		Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
Significance Level: 95%		a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
Unweighted Total	1862	297	608	322	425	210	930	635	625	1125	112	371	1417	576	1122	513	63
Weighted Total	1872	297	613	326	426	209	939	635	627	1132	113	369	1427	578	1132	518	63
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
It is acceptable to artificially increase profits in the books as long as no money is stolen	1310 70%	223 75% bcdf	416 68%	212 65%	291 68%	168 80% bcdfg	628 67%	459 72% cf	397 63%	847 75% ac	66 58%	190 51%	1078 76% a	327 57%	866 77% a	435 84% b	6 10%
As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling	1112 59%	175 59%	363 59%	173 53%	249 58%	151 72% abcdfg	536 57%	400 63% cf	347 55% c	714 63% ac	51 45%	163 44%	915 64% a	295 51%	728 64% a	378 73% b	5 8%
There is no real difference between fraud and a bit of petty fiddling	951 51%	147 49%	315 51%	162 49%	202 47%	125 60% abcdfg	477 51%	327 51%	295 47%	609 54% ac	46 41%	158 43%	763 53% a	266 46%	604 53% a	297 57% b	5 8%
If we cracked down on every little fiddle we would soon find we had no staff	910 49%	146 49%	283 46%	161 49%	198 47%	122 58% abcdfg	444 47%	320 50%	273 44% c	599 53% ac	38 33%	119 32%	767 54% a	237 41%	596 53% a	321 62% b	6 10%
If we cracked down on every little fiddle we would soon find we had no suppliers	896 48%	133 45%	299 49%	151 46%	200 47%	114 54% a	450 48%	314 49%	285 45% c	573 51% ac	38 33%	133 36%	736 52% a	247 43%	572 51% a	302 58% b	8 13%
Petty fiddling is inevitable in a modern organisation	860 46%	150 50% d	277 45%	140 43%	180 42%	113 54% bcdfg	417 44%	293 46%	251 40%	569 50% ac	40 36%	120 32%	716 50% a	230 40%	554 49% a	308 59% b	8 13%

Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - Net: Disagree

BASE: All managers

Significance Level: 95%

Unweighted Total

Weighted Total

It is acceptable to artificially increase profits in the books as long as no money is stolen

As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling

There is no real difference between fraud and a bit of petty fiddling

If we cracked down on every little fiddle we would soon find we had no staff

If we cracked down on every little fiddle we would soon find we had no suppliers

Petty fiddling is inevitable in a modern organisation

	Total	Employer support				Employer provision of information		
		Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
		a	b	c	d	a	b	c
Unweighted Total	1862	1081	574	507	233	400	1365	408
Weighted Total	1872	1091	581	510	232	402	1375	408
	100%	100%	100%	100%	100%	100%	100%	100%
It is acceptable to artificially increase profits in the books as long as no money is stolen	1310 70%	791 73%	428 74%	363 71%	171 74%	270 67%	960 70%	296 73%
As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling	1112 59%	685 63%	364 63%	322 63%	143 62%	243 60%	830 60%	245 60%
There is no real difference between fraud and a bit of petty fiddling	951 51%	586 54%	301 52%	285 56%	132 57%	205 51%	717 52%	199 49%
If we cracked down on every little fiddle we would soon find we had no staff	910 49%	579 53%	323 56%	256 50%	109 47%	212 53%	668 49%	202 50%
			d					
If we cracked down on every little fiddle we would soon find we had no suppliers	896 48%	558 51%	310 53%	248 49%	116 50%	207 52%	669 49%	189 46%
Petty fiddling is inevitable in a modern organisation	860 46%	542 50%	313 54%	229 45%	119 51%	189 47%	631 46%	200 49%
			c					

Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - Petty fiddling is inevitable in a modern organisation

BASE: All managers

	Country								Gender			Age				Working status	
											I identify in another way/ Prefer not to say						
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
1862	265	170	292	216	216	213	178	312	1242	610	10	445	970	446	1	1648	214
1872	264	171	295	220	219	212	178	312	1251	610	10	444	991	436	1	1658	214
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
109	14	21	9	11	13	14	10	17	81	28	-	50	36	23	-	94	15
6%	5%	12%	3%	5%	6%	7%	6%	5%	6%	5%	-	11%	4%	5%	-	6%	7%
	acdegh											bc					
460	61	38	79	41	64	47	30	101	323	135	2	109	232	119	-	418	43
25%	23%	22%	27%	19%	29%	22%	17%	32%	26%	22%	20%	25%	23%	27%	-	25%	20%
			dg		dg			abdfg									
401	54	42	50	49	42	42	43	79	267	135	-	115	211	76	-	365	36
21%	21%	25%	17%	22%	19%	20%	24%	25%	21%	22%	-	26%	21%	17%	-	22%	17%
		c						c				c					
394	56	38	72	53	50	34	40	51	253	136	5	71	230	92	1	347	47
21%	21%	22%	24%	24%	23%	16%	23%	16%	20%	22%	50%	16%	23%	21%	100%	21%	22%
			fh	fh									a	a			
466	72	30	78	59	44	68	53	62	296	166	3	89	262	116	-	403	63
25%	27%	18%	27%	27%	20%	32%	30%	20%	24%	27%	30%	20%	26%	27%	-	24%	30%
	bh		bh	b		beh	beh						a	a			
40	7	1	7	6	7	8	2	3	31	9	-	10	20	10	-	31	9
2%	3%	1%	2%	3%	3%	4%	1%	1%	2%	2%	-	2%	2%	2%	-	2%	4%
						bh										a	
570	75	59	89	52	77	61	40	118	404	164	2	160	268	142	-	512	58
30%	28%	34%	30%	24%	35%	29%	22%	38%	32%	27%	20%	36%	27%	33%	-	31%	27%
		dg			dg			acdfg	b			b		b			
860	128	68	150	112	94	102	93	113	550	303	8	159	492	208	1	750	111
46%	48%	40%	51%	51%	43%	48%	52%	36%	44%	50%	80%	36%	50%	48%	100%	45%	52%
	h		bh	bh		h	bh			a			a	a			
2.65	2.57	2.89	2.55	2.50	2.78	2.53	2.46	2.87	2.70	2.54	2.10	2.91	2.54	2.63	2.00	2.66	2.51
		acdfg			cdg			acdfg	b			bc					
1.265	1.271	1.283	1.242	1.229	1.250	1.338	1.241	1.222	1.274	1.241	1.104	1.301	1.221	1.290	-	1.257	1.319
.030	.079	.099	.074	.085	.086	.093	.094	.070	.037	.051	.349	.062	.040	.062	-	.031	.092
*	.01	.01	.01	.01	.01	.01	.01	*	*	*	.12	*	*	*	-	*	.01

Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - Petty fiddling is inevitable in a modern organisation

BASE: All managers

		Public-Private sector		Seniority		People Manager		Sector					
		Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
		a	b	a	*b	a	b	a	b	c	d	e	f
Significance Level: 95%													
Unweighted Total		1862	499	1363	1862	-	1480	382	445	216	214	448	126
Weighted Total		1872	496	1376	1872	-	1492	379	448	216	214	459	127
		100%	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	109	34	75	109	-	96	13	35	13	10	26	8
		6%	7%	5%	6%	-	6% b	3%	8% e	6%	5%	6%	6%
Tend to agree	(4.0)	460	136	325	460	-	390	71	129	49	50	95	35
		25%	27%	24%	25%	-	26% b	19%	29% d	23%	23%	21%	28%
Neither agree nor disagree	(3.0)	401	107	294	401	-	317	85	106	47	45	97	22
		21%	22%	21%	21%	-	21%	22%	24%	22%	21%	21%	18%
Tend to disagree	(2.0)	394	102	292	394	-	305	89	96	38	41	98	29
		21%	21%	21%	21%	-	20%	23%	21%	17%	19%	21%	23%
Strongly disagree	(1.0)	466	106	360	466	-	361	105	72	65	63	131	26
		25%	21%	26% a	25%	-	24%	28%	16%	30% a	29% a	26% a	21%
Don't know		40	11	29	40	-	23	17	10	4	5	11	5
		2%	2%	2%	2%	-	2%	4% a	2%	2%	2%	2%	4% e
Net: Agree		570	170	400	570	-	486	84	164	62	60	121	43
		30%	34% b	29%	30%	-	33% b	22%	37% bcde	29%	28%	26%	34%
Net: Disagree		860	207	653	860	-	666	194	168	103	104	229	56
		46%	42%	47% a	46%	-	45%	51% a	37%	48% a	49% a	50% a	44%
Mean Score		2.65	2.78 b	2.60	2.65	-	2.70 b	2.44	2.91 bcde	2.56	2.54	2.52	2.75
Standard Deviation		1.265	1.264	1.262	1.265	-	1.276	1.199	1.220	1.305	1.277	1.270	1.269
Standard Error		.030	.057	.035	.030	-	.033	.063	.059	.090	.088	.061	.115
Error variance		*	*	*	*	-	*	*	*	.01	.01	*	.01

Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - Petty fiddling is inevitable in a modern organisation

BASE: All managers

			Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
		Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
Significance Level: 95%			a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
Unweighted Total		1862	297	608	322	425	210	930	635	625	1125	112	371	1417	576	1122	513	63
Weighted Total		1872	297	613	326	426	209	939	635	627	1132	113	369	1427	578	1132	518	63
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	109 6%	10 3%	35 6%	20 6%	31 7%	12 6%	56 6%	43 7%	62 10%	44 4%	4 4%	52 14%	56 4%	70 12%	37 3%	15 3%	14 22%
						a			a	bc			b		b		a	
Tend to agree	(4.0)	460 25%	66 22%	149 24%	85 26%	121 28%	40 19%	233 25%	161 25%	181 29%	256 23%	24 21%	116 31%	327 23%	151 26%	281 25%	85 16%	28 45%
						e				b			b				a	
Neither agree nor disagree	(3.0)	401 21%	60 20%	139 23%	76 23%	86 20%	40 19%	215 23%	126 20%	128 20%	240 21%	33 30%	80 22%	299 21%	120 21%	242 21%	104 20%	13 20%
												ab						
Tend to disagree	(2.0)	394 21%	75 25%	126 20%	59 18%	88 21%	46 22%	185 20%	134 21%	130 21%	241 21%	23 21%	61 16%	321 22%	90 16%	261 23%	119 23%	5 8%
			cf										a	a	a	a	b	
Strongly disagree	(1.0)	466 25%	74 25%	151 25%	81 25%	92 22%	67 32%	233 25%	159 25%	120 19%	328 29%	17 15%	59 16%	395 28%	140 24%	293 26%	189 36%	3 5%
							bdf				ac		a	a			b	
Don't know		40 2%	12 4%	12 2%	5 1%	8 2%	4 2%	17 2%	12 2%	6 1%	23 2%	11 10%	2 1%	29 2%	7 1%	18 2%	6 1%	- -
			f									ab	a	a				
Net: Agree		570 30%	76 26%	184 30%	105 32%	152 36%	52 25%	289 31%	204 32%	242 39%	300 27%	28 24%	168 46%	383 27%	220 38%	317 28%	101 19%	42 67%
						ae			ae	bc			b		b		a	
Net: Disagree		860 46%	150 50%	277 45%	140 43%	180 42%	113 54%	417 44%	293 46%	251 40%	569 50%	40 36%	120 32%	716 50%	230 40%	554 49%	308 59%	8 13%
			d				bcdfg				ac		a	a	a	a	b	
Mean Score		2.65	2.52	2.65	2.70	2.79	2.44	2.67	2.67	2.89	2.50	2.74	3.11	2.52	2.86	2.56	2.26	3.72
				e	e	ae		e	e	b			b		b		a	
Standard Deviation		1.265	1.205	1.258	1.276	1.281	1.282	1.264	1.291	1.290	1.242	1.116	1.299	1.234	1.370	1.215	1.202	1.051
Standard Error		.030	.071	.052	.072	.063	.089	.042	.052	.052	.037	.112	.068	.033	.057	.037	.053	.132
Error variance		*	.01	*	.01	*	.01	*	*	*	*	.01	*	*	*	*	*	.02

Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - Petty fiddling is inevitable in a modern organisation

BASE: All managers

		Employer support					Employer provision of information		
		Total	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%			a	b	c	d	a	b	c
Unweighted Total		1862	1081	574	507	233	400	1365	408
Weighted Total		1872	1091	581	510	232	402	1375	408
		100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	109	69	39	30	14	30	93	14
		6%	6%	7%	6%	6%	8% c	7% c	4%
Tend to agree	(4.0)	460	265	129	135	60	101	352	91
		25%	24%	22%	27%	26%	25%	26%	22%
Neither agree nor disagree	(3.0)	401	200	94	106	39	74	279	95
		21%	18%	16%	21%	17%	18%	20%	23%
Tend to disagree	(2.0)	394	225	121	104	54	71	279	103
		21%	21%	21%	20%	23%	18%	20%	25% ab
Strongly disagree	(1.0)	466	316	192	125	65	118	352	97
		25%	29%	33% c	24%	28%	29%	26%	24%
Don't know		40	16	6	9	1	7	20	7
		2%	1%	1%	2%	*	2%	1%	2%
Net: Agree		570	334	168	166	74	132	445	105
		30%	31%	29%	33%	32%	33% c	32% c	26%
Net: Disagree		860	542	313	229	119	189	631	200
		46%	50%	54% c	45%	51%	47%	46%	49%
Mean Score		2.65	2.58	2.48	2.69 b	2.58	2.63	2.67	2.55
Standard Deviation		1.265	1.309	1.332	1.274	1.298	1.346	1.293	1.184
Standard Error		.030	.040	.056	.057	.085	.068	.035	.059
Error variance		*	*	*	*	.01	*	*	*

Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - If we cracked down on every little fiddle we would soon find we had no staff

BASE: All managers

	Country								Gender			Age				Working status	
											I identify in another way/ Prefer not to say						
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
1862	265	170	292	216	216	213	178	312	1242	610	10	445	970	446	1	1648	214
1872	264	171	295	220	219	212	178	312	1251	610	10	444	991	436	1	1658	214
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
136 7%	18 7%	20 12%	8 3%	13 6%	19 9%	19 9%	15 8%	25 8%	86 7%	49 8%	1 10%	54 12%	62 6%	20 5%	- -	120 7%	17 8%
	c	cd			c	c	c	c				bc					
386 21%	61 23%	41 24%	46 16%	50 23%	44 20%	36 17%	36 20%	71 23%	268 21%	117 19%	1 10%	118 27%	183 18%	85 19%	- -	342 21%	44 21%
	c	c		c				c				bc					
390 21%	55 21%	42 25%	45 15%	53 24%	51 23%	45 21%	31 17%	68 22%	274 22%	114 19%	2 20%	113 25%	197 20%	80 18%	- -	353 21%	37 17%
		c		c	c			c				bc					
399 21%	55 21%	32 19%	88 30%	44 20%	45 21%	32 15%	38 21%	65 21%	268 21%	126 21%	4 40%	84 19%	220 22%	93 21%	1 100%	356 21%	43 20%
			abdefgh														
511 27%	69 26%	30 18%	102 35%	55 25%	56 26%	72 34%	51 29%	77 25%	325 26%	185 30%	2 20%	65 15%	308 31%	139 32%	- -	450 27%	61 29%
	b		abdeh			bdh	b			a			a	a			
49 3%	6 2%	5 3%	7 2%	5 2%	4 2%	9 4%	7 4%	7 2%	31 2%	19 3%	- -	10 2%	21 2%	18 4%	- -	38 2%	11 5%
														b		a	
522 28%	79 30%	61 36%	54 18%	64 29%	62 28%	55 26%	51 29%	96 31%	354 28%	166 27%	2 20%	172 39%	245 25%	105 24%	- -	461 28%	61 28%
	c	cf		c	c	c	c	c				bc					
910 49%	124 47%	62 36%	190 64%	99 45%	101 46%	104 49%	89 50%	142 45%	593 47%	311 51%	6 59%	149 34%	528 53%	232 53%	1 100%	806 49%	104 49%
	b		abdefgh			b	b						a	a			
2.58	2.63	2.93	2.20	2.64	2.65	2.50	2.57	2.68	2.61	2.53	2.51	3.03	2.46	2.41	2.00	2.58	2.56
	c	acdefgh		c	c	c	c	c				bc					
1.295	1.290	1.285	1.168	1.258	1.300	1.368	1.342	1.295	1.278	1.331	1.271	1.249	1.284	1.268	-	1.290	1.339
.030	.080	.100	.069	.087	.089	.096	.103	.074	.037	.055	.402	.060	.042	.061	-	.032	.094
*	.01	.01	*	.01	.01	.01	.01	.01	*	*	.16	*	*	*	-	*	.01

Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - If we cracked down on every little fiddle we would soon find we had no staff

BASE: All managers

		Public-Private sector		Seniority		People Manager		Sector					
		Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
		a	b	a	*b	a	b	a	b	c	d	e	f
Significance Level: 95%													
Unweighted Total		1862	499	1363	1862	-	1480	382	445	216	214	448	126
Weighted Total		1872	496	1376	1872	-	1492	379	448	216	214	459	127
		100%	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	136	56	80	136	-	116	21	40	21	14	32	5
		7%	11%	6%	7%	-	8%	5%	9%	10%	6%	7%	4%
			b										
Tend to agree	(4.0)	386	102	284	386	-	333	53	108	48	39	83	31
		21%	21%	21%	21%	-	22%	14%	24%	22%	18%	18%	24%
							b		d				
Neither agree nor disagree	(3.0)	390	115	275	390	-	300	90	106	34	39	96	30
		21%	23%	20%	21%	-	20%	24%	24%	16%	18%	21%	24%
							b						
Tend to disagree	(2.0)	399	97	301	399	-	330	68	85	46	52	96	30
		21%	20%	22%	21%	-	22%	18%	19%	21%	24%	21%	23%
Strongly disagree	(1.0)	511	115	396	511	-	387	124	96	62	65	137	24
		27%	23%	29%	27%	-	26%	33%	21%	29%	30%	30%	19%
			a				a		a		af	af	
Don't know		49	10	39	49	-	26	23	13	4	5	15	7
		3%	2%	3%	3%	-	2%	6%	3%	2%	3%	3%	5%
							a				e		e
Net: Agree		522	158	364	522	-	449	73	148	70	53	114	36
		28%	32%	26%	28%	-	30%	19%	33%	32%	25%	25%	28%
			b				b		cde	de			
Net: Disagree		910	212	698	910	-	718	193	181	108	116	233	54
		49%	43%	51%	49%	-	48%	51%	40%	50%	54%	51%	43%
			a						a		af	af	
Mean Score		2.58	2.77	2.51	2.58	-	2.63	2.37	2.80	2.63	2.45	2.49	2.69
			b				b		cde				
Standard Deviation		1.295	1.330	1.276	1.295	-	1.300	1.256	1.288	1.375	1.283	1.294	1.184
Standard Error		.030	.060	.035	.030	-	.034	.066	.062	.094	.089	.062	.109
Error variance		*	*	*	*	-	*	*	*	.01	.01	*	.01

Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - If we cracked down on every little fiddle we would soon find we had no staff

BASE: All managers

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
1862	297	608	322	425	210	930	635	625	1125	112	371	1417	576	1122	513	63
1872	297	613	326	426	209	939	635	627	1132	113	369	1427	578	1132	518	63
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
136	16	46	18	40	16	64	56	77	51	8	61	72	72	58	15	14
7%	5%	8%	5%	9%	8%	7%	9%	12%	5%	7%	16%	5%	12%	5%	3%	22%
				c				b			b		b		a	
386	54	138	67	92	34	205	127	147	218	20	113	258	138	224	73	30
21%	18%	23%	20%	22%	16%	22%	20%	23%	19%	18%	31%	18%	24%	20%	14%	48%
								b			b		b		a	
390	62	136	73	86	32	209	119	120	237	33	72	299	124	229	95	13
21%	21%	22%	22%	20%	15%	22%	19%	19%	21%	30%	20%	21%	22%	20%	18%	20%
		e	e			e		ab								
399	59	127	81	90	43	208	132	137	243	19	55	329	94	269	117	2
21%	20%	21%	25%	21%	20%	22%	21%	22%	21%	17%	15%	23%	16%	24%	23%	3%
											a	a	a	a	b	
511	87	157	80	108	79	237	188	136	356	19	64	437	144	327	204	4
27%	29%	26%	24%	25%	38%	25%	30%	22%	31%	16%	17%	31%	25%	29%	39%	6%
					abdcfg				ac			a			b	
49	18	9	8	9	5	17	14	9	26	14	4	31	6	24	14	-
3%	6%	2%	2%	2%	2%	2%	2%	1%	2%	12%	1%	2%	1%	2%	3%	-
	bcdefg									ab						
522	71	184	84	133	50	269	183	225	269	28	174	330	210	282	88	44
28%	24%	30%	26%	31%	24%	29%	29%	36%	24%	25%	47%	23%	36%	25%	17%	70%
		a		a				bc			b		b		a	
910	146	283	161	198	122	444	320	273	599	38	119	767	237	596	321	6
49%	49%	46%	49%	47%	58%	47%	50%	44%	53%	33%	32%	54%	41%	53%	62%	10%
					abdcfg			c	ac			a		a	b	
2.58	2.48	2.65	2.56	2.68	2.34	2.62	2.57	2.83	2.43	2.79	3.14	2.43	2.83	2.47	2.16	3.77
		e		ae		e	e	b		b	b		b			a
1.295	1.273	1.291	1.225	1.328	1.350	1.269	1.343	1.348	1.250	1.200	1.345	1.245	1.374	1.248	1.189	1.048
.030	.076	.053	.069	.065	.094	.042	.054	.054	.038	.121	.070	.033	.058	.038	.053	.132
*	.01	*	*	*	.01	*	*	*	*	.01	*	*	*	*	*	.02

Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - If we cracked down on every little fiddle we would soon find we had no staff

BASE: All managers

		Employer support				Employer provision of information			
		Total	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%			a	b	c	d	a	b	c
Unweighted Total		1862	1081	574	507	233	400	1365	408
Weighted Total		1872	1091	581	510	232	402	1375	408
		100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	136 7%	80 7%	47 8%	33 6%	23 10%	41 10% c	118 9% c	15 4%
Tend to agree	(4.0)	386 21%	218 20%	114 20%	104 20%	62 27% ab	75 19%	295 21%	79 19%
Neither agree nor disagree	(3.0)	390 21%	197 18%	91 16%	106 21% bd	34 15%	64 16%	272 20%	98 24% a
Tend to disagree	(2.0)	399 21%	226 21%	109 19%	116 23%	54 23%	77 19%	286 21%	92 23%
Strongly disagree	(1.0)	511 27%	353 32% cd	213 37% cd	139 27%	55 24%	135 33% bc	382 28%	111 27%
Don't know		49 3%	16 2%	6 1%	11 2%	5 2%	10 2%	22 2%	14 3% b
Net: Agree		522 28%	298 27%	161 28%	137 27%	84 36% abc	116 29%	413 30% c	93 23%
Net: Disagree		910 49%	579 53%	323 56% d	256 50%	109 47%	212 53%	668 49%	202 50%
Mean Score		2.58	2.49	2.43	2.55	2.75 ab	2.52	2.62	2.48
Standard Deviation		1.295	1.328	1.372	1.274	1.348	1.396	1.327	1.199
Standard Error		.030	.041	.058	.057	.089	.071	.036	.060
Error variance		*	*	*	*	.01	*	*	*

Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - If we cracked down on every little fiddle we would soon find we had no suppliers

BASE: All managers

	Country								Gender			Age				Working status	
											I identify in another way/ Prefer not to say				Prefer not to say		
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+		Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
1862	265	170	292	216	216	213	178	312	1242	610	10	445	970	446	1	1648	214
1872	264	171	295	220	219	212	178	312	1251	610	10	444	991	436	1	1658	214
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
121 6%	21 8% c	20 12% cde	6 2%	10 4%	12 5%	19 9% c	13 7% c	21 7% c	84 7%	36 6%	1 10%	54 12% bc	43 4%	24 5%	- -	106 6%	16 7%
376 20%	61 23% c	43 25% cf	42 14%	44 20%	52 24% c	36 17%	32 18%	66 21% c	252 20%	120 20%	3 30%	115 26% bc	189 19%	72 17%	- -	333 20%	43 20%
410 22%	48 18%	46 27% ag	61 21%	62 28% ag	46 21%	48 23%	27 15%	72 23% g	275 22%	134 22%	1 10%	107 24%	218 22%	86 20%	- -	361 22%	49 23%
401 21%	59 22%	27 16%	71 24% b	47 21%	51 23%	36 17%	42 24%	68 22%	278 22%	122 20%	1 10%	84 19%	218 22%	98 22%	1 100%	364 22%	37 17%
495 26%	64 24%	31 18%	106 36% abdeh	50 23%	51 23%	64 30% b	56 31% b	73 23%	324 26%	168 27%	4 39%	66 15%	290 29% a	139 32% a	- -	440 27%	55 26%
68 4%	11 4%	3 2%	9 3%	8 4%	8 4%	10 5%	8 4%	12 4%	38 3%	30 5% a	- -	18 4%	32 3%	18 4%	- -	54 3%	14 7% a
497 27%	82 31% c	63 37% cdfgh	48 16%	53 24% c	64 29% c	55 26% c	45 25% c	87 28% c	337 27%	156 26%	4 40%	169 38% bc	233 23%	96 22%	- -	438 26%	59 27%
896 48%	123 47% b	58 34%	177 60% abdefh	97 44%	102 46% b	100 47% b	98 55% bdh	141 45% b	601 48%	290 47%	5 49%	150 34%	508 51% a	236 54% a	1 100%	804 48%	92 43%
2.57	2.67 c	2.96 acdefgh	2.20	2.60 c	2.64 c	2.55 c	2.44 c	2.65 c	2.58	2.54	2.62	3.02 bc	2.46	2.39	2.00	2.56	2.64
1.271	1.309	1.282	1.152	1.185	1.243	1.339	1.325	1.259	1.270	1.271	1.578	1.266	1.233	1.261	-	1.268	1.300
.030	.082	.099	.069	.082	.086	.094	.102	.073	.037	.053	.499	.061	.040	.061	-	.032	.092
*	.01	.01	*	.01	.01	.01	.01	.01	*	*	.25	*	*	*	-	*	.01

Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - If we cracked down on every little fiddle we would soon find we had no suppliers

BASE: All managers

		Public-Private sector			Seniority		People Manager		Sector						
		Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	
Significance Level: 95%			a	b	a	*b	a	b	a	b	c	d	e	f	
Unweighted Total		1862	499	1363	1862	-	1480	382	445	216	214	448	413	126	
Weighted Total		1872	496	1376	1872	-	1492	379	448	216	214	459	409	127	
		100%	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	
Strongly agree	(5.0)	121	41	81	121	-	103	19	34	17	12	35	17	7	
		6%	8%	6%	6%	-	7%	5%	8% e	8% e	5%	8% e	4%	5%	
Tend to agree	(4.0)	376	104	271	376	-	317	59	108	46	35	78	84	25	
		20%	21%	20%	20%	-	21% b	16%	24% cd	21%	16%	17%	21%	20%	
Neither agree nor disagree	(3.0)	410	114	296	410	-	313	97	101	49	50	104	81	25	
		22%	23%	21%	22%	-	21%	26%	22%	23%	24%	23%	20%	20%	
Tend to disagree	(2.0)	401	102	298	401	-	330	71	94	36	54	91	94	32	
		21%	21%	22%	21%	-	22%	19%	21%	17%	25% b	20%	23%	25%	
Strongly disagree	(1.0)	495	117	379	495	-	395	100	101	60	51	130	124	29	
		26%	24%	28%	26%	-	26%	26%	23%	28%	24%	28%	30% a	23%	
Don't know		68	17	51	68	-	35	34	10	8	12	21	9	9	
		4%	3%	4%	4%	-	2%	9% a	2%	3%	6% ae	5% e	2%	7% ae	
Net: Agree		497	145	352	497	-	419	78	142	63	46	113	101	32	
		27%	29%	26%	27%	-	28% b	21%	32% cde	29%	22%	25%	25%	25%	
Net: Disagree		896	219	677	896	-	725	171	195	96	105	221	218	61	
		48%	44%	49%	48%	-	49%	45%	43%	45%	49%	48%	53% ab	48%	
Mean Score		2.57	2.69 b	2.53	2.57	-	2.59	2.50	2.73 cde	2.63	2.51	2.54	2.44	2.56	
Standard Deviation		1.271	1.286	1.264	1.271	-	1.281	1.225	1.275	1.328	1.207	1.295	1.241	1.235	
Standard Error		.030	.059	.035	.030	-	.034	.066	.061	.092	.085	.063	.062	.114	
Error variance		*	*	*	*	-	*	*	*	.01	.01	*	*	.01	

Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - If we cracked down on every little fiddle we would soon find we had no suppliers

BASE: All managers

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
1862	297	608	322	425	210	930	635	625	1125	112	371	1417	576	1122	513	63
1872	297	613	326	426	209	939	635	627	1132	113	369	1427	578	1132	518	63
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
121	15	41	22	30	13	63	43	68	50	4	58	60	69	49	16	14
6%	5%	7%	7%	7%	6%	7%	7%	11% bc	4%	4%	16% b	4%	12% b	4%	3%	22% a
376	50	129	63	97	36	193	133	137	215	23	102	263	138	211	82	25
20%	17%	21%	19%	23% a	17%	21%	21%	22%	19%	21%	28% b	18%	24% b	19%	16%	40% a
410	74	129	83	86	39	211	125	127	247	35	71	316	116	260	101	16
22%	25%	21%	25% g	20%	18%	23%	20%	20%	22%	31% ab	19%	22%	20%	23%	19%	25%
401	56	142	72	100	32	214	131	137	243	21	59	326	114	252	102	5
21%	19%	23% e	22% e	23% e	15%	23% e	21%	22%	21%	19%	16%	23% a	20%	22%	20% b	8%
495	77	157	79	100	82	236	182	148	331	17	73	410	134	320	200	3
26%	26%	26%	24%	23%	39% abcdfg	25%	29%	24% c	29% ac	15%	20%	29% a	23%	28% a	39% b	5%
68	25	15	8	13	8	23	20	9	46	13	5	52	8	41	18	-
4%	9% bcdefg	2%	2%	3%	4%	2%	3%	2%	4% a	11% ab	1%	4% a	1%	4% a	3%	-
497	65	170	85	128	49	256	176	205	265	27	160	323	206	260	98	39
27%	22%	28%	26%	30% a	23%	27%	28%	33% b	23%	24%	43% b	23%	36% b	23%	19%	63% a
896	133	299	151	200	114	450	314	285	573	38	133	736	247	572	302	8
48%	45%	49%	46%	47%	54% a	48%	49%	45% c	51% ac	33%	36%	52% a	43%	51% a	58% b	13%
2.57	2.53	2.59 e	2.62 e	2.66 e	2.33	2.60 e	2.55 e	2.74 b	2.46	2.77 b	3.03 b	2.45	2.81 b	2.47	2.22	3.67 a
1.271	1.237	1.270	1.243	1.274	1.339	1.260	1.303	1.333	1.237	1.107	1.375	1.221	1.353	1.221	1.222	1.062
.030	.075	.052	.070	.063	.094	.042	.053	.054	.038	.111	.072	.033	.057	.037	.055	.134
*	.01	*	*	*	.01	*	*	*	*	.01	.01	*	*	*	*	.02

Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - If we cracked down on every little fiddle we would soon find we had no suppliers

BASE: All managers

		Employer support				Employer provision of information			
		Total	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%			a	b	c	d	a	b	c
Unweighted Total		1862	1081	574	507	233	400	1365	408
Weighted Total		1872	1091	581	510	232	402	1375	408
		100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	121	79	41	37	20	33	100	19
		6%	7%	7%	7%	9%	8% c	7%	5%
Tend to agree	(4.0)	376	232	121	111	41	81	294	68
		20%	21%	21%	22%	18%	20%	21% c	17%
Neither agree nor disagree	(3.0)	410	194	97	98	45	67	277	112
		22%	18%	17%	19%	20%	17%	20%	27% ab
Tend to disagree	(2.0)	401	225	108	117	51	76	289	94
		21%	21%	19%	23%	22%	19%	21%	23%
Strongly disagree	(1.0)	495	333	202	132	66	131	379	95
		26%	31%	35% c	26%	28%	33% bc	28%	23%
Don't know		68	27	12	15	9	13	36	20
		4%	2%	2%	3%	4%	3%	3%	5% b
Net: Agree		497	311	162	149	61	115	394	86
		27%	29%	28%	29%	26%	29% c	29% c	21%
Net: Disagree		896	558	310	248	116	207	669	189
		48%	51%	53%	49%	50%	52%	49%	46%
Mean Score		2.57	2.53	2.46	2.61	2.55	2.51	2.59	2.54
Standard Deviation		1.271	1.326	1.350	1.295	1.324	1.365	1.302	1.175
Standard Error		.030	.041	.057	.058	.088	.069	.036	.060
Error variance		*	*	*	*	.01	*	*	*

Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling

BASE: All managers

	Country								Gender			Age				Working status	
											I identify in another way/ Prefer not to say				Prefer not to say		
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+		Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
1862	265	170	292	216	216	213	178	312	1242	610	10	445	970	446	1	1648	214
1872	264	171	295	220	219	212	178	312	1251	610	10	444	991	436	1	1658	214
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
83 4%	15 6% c	12 7% cd	4 1%	6 3%	8 4%	9 4% c	6 3%	22 7% cd	54 4%	29 5%	- -	43 10% bc	32 3%	8 2%	- -	73 4%	10 5%
280 15%	41 15%	32 19% c	31 11%	30 14%	30 14%	32 15%	23 13%	61 20% c	197 16%	82 13%	1 10%	101 23% bc	128 13%	51 12%	- -	251 15%	29 14%
360 19%	54 20% c	40 24% c	33 11%	63 29% acefgh	38 17%	41 19% c	30 17%	62 20% c	250 20%	107 18%	3 30%	102 23% b	179 18%	80 18%	- -	318 19%	42 20%
494 26%	60 23%	44 26% f	95 32% afg	62 28% f	76 35% afgh	37 17%	41 23%	79 25% f	313 25%	178 29%	2 20%	94 21%	282 28% a	118 27% a	- -	440 27%	54 25%
618 33%	87 33% bd	40 24%	127 43% abdeh	53 24%	65 30%	85 40% bdeh	76 43% abdeh	85 27%	408 33%	206 34%	4 40%	96 22%	352 36% a	169 39% a	1 100%	544 33%	74 34%
37 2%	7 3%	2 1%	5 2%	6 3%	3 1%	9 4% h	2 1%	3 1%	29 2%	9 1%	- -	9 2%	18 2%	11 2%	- -	32 2%	6 3%
363 19%	56 21% c	44 26% cdeg	35 12%	36 16%	38 17%	41 19% c	29 16%	84 27% cdefg	251 20%	110 18%	1 10%	144 32% bc	160 16%	58 13%	- -	324 20%	39 18%
1112 59%	148 56%	84 49%	222 75% abdefgh	115 52%	141 64% bdh	121 57%	117 66% abdh	164 53%	722 58%	384 63% a	6 59%	190 43%	634 64% a	287 66% a	1 100%	984 59%	127 60%
2.30	2.36 cg	2.59 cefg	1.93	2.41 cg	2.26 c	2.23 c	2.10	2.54 cefg	2.33	2.25	2.11	2.77 bc	2.18	2.08	1.00	2.30	2.27
1.208	1.258	1.240	1.052	1.092	1.139	1.264	1.195	1.279	1.215	1.196	1.106	1.295	1.156	1.103	-	1.208	1.214
.028	.078	.096	.062	.075	.078	.088	.090	.073	.035	.049	.350	.062	.037	.053	-	.030	.084
*	.01	.01	*	.01	.01	.01	.01	.01	*	*	.12	*	*	*	-	*	.01

Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling

BASE: All managers

		Public-Private sector		Seniority		People Manager		Sector						
		Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
Significance Level: 95%			a	b	a	*b	a	b	a	b	c	d	e	f
Unweighted Total		1862	499	1363	1862	-	1480	382	445	216	214	448	413	126
Weighted Total		1872	496	1376	1872	-	1492	379	448	216	214	459	409	127
		100%	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	83	34	49	83	-	70	13	33	13	8	14	10	5
		4%	7% b	4%	4%	-	5%	3%	7% de	6% e	4%	3%	2%	4%
Tend to agree	(4.0)	280	72	208	280	-	239	41	81	34	30	63	47	24
		15%	14%	15%	15%	-	16% b	11%	18% e	16%	14%	14%	12%	19% e
Neither agree nor disagree	(3.0)	360	112	248	360	-	282	78	103	35	42	82	79	20
		19%	23% b	18%	19%	-	19%	21%	23% b	16%	20%	18%	19%	16%
Tend to disagree	(2.0)	494	128	366	494	-	399	94	106	54	48	125	123	37
		26%	26%	27%	26%	-	27%	25%	24%	25%	23%	27%	30% a	29%
Strongly disagree	(1.0)	618	145	473	618	-	487	131	115	77	77	167	147	35
		33%	29% a	34% a	33%	-	33%	35%	26%	36% a	36% a	36% a	36% a	28%
Don't know		37	6	32	37	-	15	22	11	3	8	7	3	5
		2%	1%	2%	2%	-	1% a	6% a	2% e	1%	4% e	2%	1%	4% e
Net: Agree		363	105	257	363	-	309	54	114	46	39	78	57	29
		19%	21%	19%	19%	-	21% b	14%	25% cde	21% e	18%	17%	14%	23% e
Net: Disagree		1112	273	839	1112	-	886	225	221	132	125	292	270	72
		59%	55% a	61% a	59%	-	59%	59%	49%	61% a	59% a	64% a	66% a	57%
Mean Score		2.30	2.43 b	2.25	2.30	-	2.33	2.19	2.57 bcde	2.29	2.25	2.19	2.14	2.39 e
Standard Deviation		1.208	1.243	1.192	1.208	-	1.220	1.154	1.262	1.272	1.215	1.167	1.108	1.211
Standard Error		.028	.056	.033	.028	-	.032	.061	.061	.087	.085	.056	.055	.110
Error variance		*	*	*	*	-	*	*	*	.01	.01	*	*	.01

Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling

BASE: All managers

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
1862	297	608	322	425	210	930	635	625	1125	112	371	1417	576	1122	513	63
1872	297	613	326	426	209	939	635	627	1132	113	369	1427	578	1132	518	63
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
83 4%	9 3%	27 4%	17 5%	21 5%	8 4%	44 5%	30 5%	44 7% b	34 3%	4 4%	41 11% b	40 3%	59 10% b	20 2%	6 1% a	16 25% a
280 15%	37 12%	88 14%	60 18% ae	72 17% e	23 11%	148 16%	95 15%	114 18% b	147 13%	18 16%	83 22% b	190 13%	116 20% b	149 13%	43 8% a	30 47% a
360 19%	61 20% e	123 20% e	73 22% eg	79 18% e	25 12%	196 21% eg	103 16%	117 19%	213 19%	30 27% ab	81 22%	257 18%	103 18%	217 19%	81 16%	12 19%
494 26%	84 28%	162 27%	83 25%	104 24%	60 29%	245 26%	164 26%	173 28%	290 26%	30 27%	85 23%	388 27%	132 23%	329 29% a	132 25% b	1 2% b
618 33%	91 31%	200 33%	90 28%	145 34%	91 44% abcdf	291 31%	236 37% cf	174 28% c	424 37% ac	20 18%	78 21% a	527 37% a	163 28%	399 35% a	246 48% b	4 6% a
37 2%	15 5% bcdefg	12 2%	4 1%	5 1%	2 1%	16 2%	7 1%	5 1%	23 2% a	10 9% ab	2 1%	25 2%	4 1%	18 2%	10 2%	- -
363 19%	47 16%	115 19%	77 23% ae	94 22% ae	31 15%	191 20%	125 20%	159 25% b	181 16%	22 20%	124 33% b	230 16%	175 30% b	168 15%	49 10%	46 73% a
1112 59%	175 59%	363 59%	173 53%	249 58%	151 72% abcdfg	536 57%	400 63% cf	347 55% c	714 63% ac	51 45%	163 44%	915 64% a	295 51%	728 64% a	378 73% b	5 8%
2.30	2.25 e	2.30 e	2.47 abeg	2.34 e	2.02	2.36 eg	2.23 e	2.49 b	2.17	2.57 b	2.79 b	2.16	2.61 b	2.16	1.88	3.83 a
1.208	1.142	1.200	1.222	1.250	1.168	1.210	1.232	1.267	1.165	1.113	1.309	1.154	1.355	1.106	1.039	1.040
.028	.068	.049	.069	.061	.081	.040	.049	.051	.035	.110	.068	.031	.057	.033	.046	.131
*	*	*	*	*	.01	*	*	*	*	.01	*	*	*	*	*	.02

Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling

BASE: All managers

		Employer support				Employer provision of information			
		Total	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%			a	b	c	d	a	b	c
Unweighted Total		1862	1081	574	507	233	400	1365	408
Weighted Total		1872	1091	581	510	232	402	1375	408
		100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	83	63	42	21	6	33	76	5
		4%	6%	7%	4%	3%	8%	6%	1%
			d	cd			c	c	
Tend to agree	(4.0)	280	165	72	92	33	59	214	56
		15%	15%	12%	18%	14%	15%	16%	14%
					b				
Neither agree nor disagree	(3.0)	360	166	97	69	47	62	237	95
		19%	15%	17%	14%	20%	15%	17%	23%
						ac			ab
Tend to disagree	(2.0)	494	266	124	142	61	86	356	124
		26%	24%	21%	28%	26%	21%	26%	30%
					b				a
Strongly disagree	(1.0)	618	419	239	180	82	156	474	121
		33%	38%	41%	35%	35%	39%	34%	30%
				c			c		
Don't know		37	12	6	6	2	6	18	7
		2%	1%	1%	1%	1%	2%	1%	2%
Net: Agree		363	227	114	113	39	91	290	61
		19%	21%	20%	22%	17%	23%	21%	15%
							c	c	
Net: Disagree		1112	685	364	322	143	243	830	245
		59%	63%	63%	63%	62%	60%	60%	60%
Mean Score		2.30	2.24	2.22	2.27	2.22	2.30	2.31	2.25
Standard Deviation		1.208	1.272	1.304	1.236	1.155	1.341	1.251	1.071
Standard Error		.028	.039	.055	.055	.076	.068	.034	.053
Error variance		*	*	*	*	.01	*	*	*

Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - There is no real difference between fraud and a bit of petty fiddling

BASE: All managers

	Country								Gender			Age				Working status	
											I identify in another way/ Prefer not to say						
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
1862	265	170	292	216	216	213	178	312	1242	610	10	445	970	446	1	1648	214
1872	264	171	295	220	219	212	178	312	1251	610	10	444	991	436	1	1658	214
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
192	27	33	29	13	13	25	23	30	134	57	1	54	83	54	-	167	25
10%	10%	19%	10%	6%	6%	12%	13%	10%	11%	9%	10%	12%	8%	12%	-	10%	12%
		acdefh				de	de					b		b			
364	55	42	56	40	22	41	29	79	247	114	3	88	192	85	-	320	44
19%	21%	25%	19%	18%	10%	19%	16%	25%	20%	19%	31%	20%	19%	19%	-	19%	20%
	e	e	e	e		e		eg									
326	54	34	35	47	32	40	27	57	227	98	1	101	167	59	-	296	30
17%	20%	20%	12%	21%	15%	19%	15%	18%	18%	16%	10%	23%	17%	14%	-	18%	14%
	c	c		c		c		c				bc					
428	59	28	74	52	64	38	38	74	276	147	4	101	240	85	1	379	49
23%	22%	17%	25% b	24%	29% bf	18%	21%	24%	22%	24%	39%	23%	24%	20%	100%	23%	23%
523	64	32	100	59	81	61	59	67	342	180	1	90	289	144	-	467	56
28%	24%	19%	34% abh	27%	37% abdh	29% bh	33% abh	21%	27%	30%	10%	20%	29% a	33% a	-	28%	26%
39	6	1	2	10	7	7	2	5	25	14	-	10	20	9	-	29	10
2%	2%	1%	1%	4% bc	3% c	3% c	1%	2%	2%	2%	-	2%	2%	2%	-	2%	5% a
556	82	75	84	53	35	66	52	109	381	171	4	142	275	139	-	487	68
30%	31% e	44% acdefg	29% e	24% e	16%	31% e	29% e	35% de	30%	28%	41%	32%	28%	32%	-	29%	32%
951	123	60	174	111	145	100	97	141	618	328	5	192	529	229	1	845	105
51%	47% b	35%	59% abfh	50% b	66% abdfgh	47% b	55% bh	45% b	49%	54%	49%	43%	53% a	53% a	100%	51%	49%
2.60	2.70	3.09	2.45	2.51	2.16	2.66	2.54	2.78	2.64	2.53	2.92	2.80	2.53	2.58	2.00	2.60	2.66
	ce	acdefgh	e	e		e	e	cde				bc					
1.355	1.326	1.397	1.379	1.250	1.214	1.401	1.429	1.309	1.359	1.346	1.285	1.315	1.325	1.443	-	1.350	1.393
.032	.082	.107	.081	.087	.084	.098	.108	.075	.039	.055	.406	.063	.043	.069	-	.034	.098
*	.01	.01	.01	.01	.01	.01	.01	.01	*	*	.17	*	*	*	-	*	.01

Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - There is no real difference between fraud and a bit of petty fiddling

BASE: All managers

		Public-Private sector		Seniority		People Manager		Sector					
		Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
Significance Level: 95%		a	b	a	*b	a	b	a	b	c	d	e	f
Unweighted Total		1862	499	1363	1862	-	1480	382	445	216	214	448	126
Weighted Total		1872	496	1376	1872	-	1492	379	448	216	214	459	127
		100%	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	192	55	137	192	-	161	31	43	33	21	37	15
		10%	11%	10%	10%	-	11%	8%	10%	15% ad	10%	8%	12%
Tend to agree	(4.0)	364	100	264	364	-	287	77	96	35	37	91	19
		19%	20%	19%	19%	-	19%	20%	21%	16%	17%	20%	15%
Neither agree nor disagree	(3.0)	326	103	224	326	-	256	70	88	37	30	80	21
		17%	21% b	16%	17%	-	17%	19%	20%	17%	14%	17%	17%
Tend to disagree	(2.0)	428	108	319	428	-	349	78	103	40	56	91	41
		23%	22%	23%	23%	-	23%	21%	23%	19%	26%	20%	32% abde
Strongly disagree	(1.0)	523	119	404	523	-	414	109	108	66	62	149	28
		28%	24%	29% a	28%	-	28%	29%	24%	31%	29%	33% af	22%
Don't know		39	10	28	39	-	25	14	11	4	8	10	3
		2%	2%	2%	2%	-	2%	4% a	2%	2%	4% e	2%	2%
Net: Agree		556	155	401	556	-	448	108	138	69	58	129	34
		30%	31%	29%	30%	-	30%	28%	31%	32%	27%	28%	27%
Net: Disagree		951	228	723	951	-	763	188	211	106	118	240	69
		51%	46%	53% a	51%	-	51%	49%	47%	49%	55% a	52%	54%
Mean Score		2.60	2.72 b	2.56	2.60	-	2.61	2.57	2.68 d	2.67	2.50	2.50	2.61
Standard Deviation		1.355	1.338	1.359	1.355	-	1.361	1.333	1.317	1.459	1.352	1.351	1.313
Standard Error		.032	.061	.037	.032	-	.036	.069	.063	.100	.094	.065	.118
Error variance		*	*	*	*	-	*	*	*	.01	.01	*	.01

Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - There is no real difference between fraud and a bit of petty fiddling

BASE: All managers

			Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
		Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
Significance Level: 95%			a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
Unweighted Total		1862	297	608	322	425	210	930	635	625	1125	112	371	1417	576	1122	513	63
Weighted Total		1872	297	613	326	426	209	939	635	627	1132	113	369	1427	578	1132	518	63
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	192 10%	27 9%	71 12%	29 9%	47 11%	19 9%	99 11%	66 10%	81 13% bc	108 10% c	3 3%	51 14% b	137 10%	82 14% b	100 9%	62 12%	14 22% a
Tend to agree	(4.0)	364 19%	63 21%	121 20%	60 18%	86 20%	35 17%	180 19%	121 19%	135 22%	207 18%	21 19%	84 23%	266 19%	119 21%	216 19%	84 16%	26 42% a
Neither agree nor disagree	(3.0)	326 17%	49 17%	97 16%	67 21% e	83 20%	29 14%	165 18%	112 18%	112 18%	182 16%	33 29% ab	72 20%	234 16%	100 17%	199 18%	70 13%	17 26% a
Tend to disagree	(2.0)	428 23%	62 21%	136 22%	78 24%	100 23%	53 25%	214 23%	152 24%	149 24%	257 23%	22 19%	89 24%	320 22%	106 18%	286 25% a	105 20% b	2 3%
Strongly disagree	(1.0)	523 28%	85 29%	180 29%	84 26%	103 24%	72 35% cd	263 28%	175 28%	147 23%	352 31% ac	24 21%	69 19%	443 31% a	160 28%	317 28%	192 37% b	3 5%
Don't know		39 2%	11 4% beg	8 1%	10 3%	8 2%	2 1%	18 2%	10 2%	4 1%	25 2% a	10 9% ab	4 1%	28 2%	10 2%	13 1%	5 1%	1 2%
Net: Agree		556 30%	90 30%	192 31%	88 27%	133 31%	54 26%	280 30%	186 29%	216 34% bc	315 28%	24 22%	135 37% b	403 28%	201 35% b	316 28%	147 28%	40 64% a
Net: Disagree		951 51%	147 49%	315 51%	162 49%	202 47% abdcfg	125 60%	477 51%	327 51%	295 47%	609 54% ac	46 41%	158 43%	763 53% a	266 46%	604 53% a	297 57% b	5 8%
Mean Score		2.60	2.60	2.61	2.59	2.70 e	2.40	2.61 e	2.60	2.77 b	2.51	2.58	2.89 b	2.52	2.75 b	2.55	2.45	3.75 a
Standard Deviation		1.355	1.358	1.392	1.300	1.336	1.352	1.360	1.348	1.365	1.360	1.147	1.335	1.360	1.429	1.318	1.434	1.010
Standard Error		.032	.080	.057	.074	.065	.094	.045	.054	.055	.041	.114	.070	.037	.060	.040	.064	.128
Error variance		*	.01	*	.01	*	.01	*	*	*	*	.01	*	*	*	*	*	.02

Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - There is no real difference between fraud and a bit of petty fiddling

BASE: All managers

		Employer support					Employer provision of information		
		Total	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%			a	b	c	d	a	b	c
Unweighted Total		1862	1081	574	507	233	400	1365	408
Weighted Total		1872	1091	581	510	232	402	1375	408
		100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	192	140	78	62	22	48	151	37
		10%	13%	13%	12%	9%	12%	11%	9%
Tend to agree	(4.0)	364	195	120	75	45	80	266	85
		19%	18%	21% c	15%	19%	20%	19%	21%
Neither agree nor disagree	(3.0)	326	153	71	82	33	61	222	79
		17%	14%	12%	16%	14%	15%	16%	19%
Tend to disagree	(2.0)	428	231	98	132	62	79	315	92
		23%	21% b	17%	26% ab	27% b	20%	23%	23%
Strongly disagree	(1.0)	523	356	202	153	70	126	402	107
		28%	33%	35%	30%	30%	31%	29%	26%
Don't know		39	16	11	5	1	7	19	7
		2%	1%	2%	1%	*	2%	1%	2%
Net: Agree		556	336	198	137	67	128	417	122
		30%	31%	34% c	27%	29%	32%	30%	30%
Net: Disagree		951	586	301	285	132	205	717	199
		51%	54%	52%	56%	57%	51%	52%	49%
Mean Score		2.60	2.57	2.60	2.53	2.51	2.61	2.59	2.63
Standard Deviation		1.355	1.434	1.482	1.378	1.347	1.423	1.377	1.325
Standard Error		.032	.044	.062	.062	.088	.072	.038	.066
Error variance		*	*	*	*	.01	.01	*	*

Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - It is acceptable to artificially increase profits in the books as long as no money is stolen

BASE: All managers

	Country								Gender			Age				Working status	
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female	I identify in another way/ Prefer not to say	18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
1862	265	170	292	216	216	213	178	312	1242	610	10	445	970	446	1	1648	214
1872	264	171	295	220	219	212	178	312	1251	610	10	444	991	436	1	1658	214
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
78	17	11	1	7	7	10	9	15	50	27	1	47	25	6	-	71	7
4%	6%	6%	*	3%	3%	5%	5%	5%	4%	4%	10%	11%	3%	1%	-	4%	3%
	c	c		c	c	c	c	c				bc					
164	35	19	10	13	14	26	15	31	109	54	1	72	73	19	-	145	18
9%	13%	11%	3%	6%	6%	12%	8%	10%	9%	9%	10%	16%	7%	4%	-	9%	9%
	cde	c				cde	c	c				bc	c				
288	46	34	22	33	36	42	20	55	203	84	1	90	153	44	1	262	26
15%	18%	20%	7%	15%	16%	20%	11%	17%	16%	14%	10%	20%	15%	10%	100%	16%	12%
	c	cg		c	c	cg		c	bc	c		bc	c				
372	61	34	55	43	54	26	30	69	245	127	1	78	200	94	-	325	47
20%	23%	20%	19%	19%	25%	12%	17%	22%	20%	21%	10%	18%	20%	22%	-	20%	22%
	f	f	f	f	f			f									
937	95	71	205	118	104	102	102	140	625	306	6	147	524	265	-	829	108
50%	36%	42%	69%	54%	47%	48%	57%	45%	50%	50%	59%	33%	53%	61%	-	50%	51%
			abdefgh	abh	a	a	abh	a					a	ab			
32	10	1	2	5	3	7	2	2	20	12	-	9	15	8	-	25	7
2%	4%	1%	1%	2%	2%	3%	1%	1%	2%	2%	-	2%	2%	2%	-	2%	3%
	bch					ch										a	
242	52	30	11	21	21	36	24	47	159	81	2	119	98	25	-	216	25
13%	20%	18%	4%	9%	10%	17%	13%	15%	13%	13%	20%	27%	10%	6%	-	13%	12%
	cde	cde		c	c	cde	c	c				bc	c				
1310	156	105	260	161	159	128	132	209	869	433	7	225	725	360	-	1154	155
70%	59%	62%	88%	73%	72%	60%	74%	67%	69%	71%	70%	51%	73%	83%	-	70%	73%
			abdefgh	abf	abf		abf						a	ab			
1.95	2.28	2.20	1.46	1.83	1.92	2.11	1.86	2.08	1.96	1.94	2.01	2.52	1.85	1.61	3.00	1.96	1.88
	cdeg	cdeg		c	c	cd	c	cd				bc	c				
1.184	1.276	1.274	.807	1.113	1.103	1.279	1.217	1.215	1.179	1.192	1.486	1.383	1.097	.933	*	1.189	1.142
.028	.080	.098	.047	.077	.076	.089	.092	.069	.034	.049	.470	.066	.035	.045	*	.030	.079
*	.01	.01	*	.01	.01	.01	.01	*	*	*	.22	*	*	*	*	*	.01

Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - It is acceptable to artificially increase profits in the books as long as no money is stolen

BASE: All managers

		Public-Private sector		Seniority		People Manager		Sector						
		Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	
Significance Level: 95%		Total	a	b	a	*b	a	b	a	b	c	d	e	f
Unweighted Total		1862	499	1363	1862	-	1480	382	445	216	214	448	413	126
Weighted Total		1872	496	1376	1872	-	1492	379	448	216	214	459	409	127
		100%	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	78	25	52	78	-	72	6	29	11	12	12	9	5
		4%	5%	4%	4%	-	5%	2%	6%	5%	6%	3%	2%	4%
							b		de	e	de			
Tend to agree	(4.0)	164	57	107	164	-	142	22	55	14	14	36	35	8
		9%	11%	8%	9%	-	10%	6%	12%	7%	7%	8%	9%	6%
			b				b		bcd					
Neither agree nor disagree	(3.0)	288	85	203	288	-	229	59	78	29	44	60	57	21
		15%	17%	15%	15%	-	15%	16%	17%	13%	20%	13%	14%	17%
											de			
Tend to disagree	(2.0)	372	96	276	372	-	299	74	90	43	29	95	84	31
		20%	19%	20%	20%	-	20%	19%	20%	20%	14%	21%	21%	25%
									c			c	c	c
Strongly disagree	(1.0)	937	224	713	937	-	735	202	189	114	108	250	217	58
		50%	45%	52%	50%	-	49%	53%	42%	53%	51%	55%	53%	46%
			a							a	a	a	a	
Don't know		32	7	25	32	-	15	17	8	5	6	5	6	3
		2%	1%	2%	2%	-	1%	4%	2%	2%	3%	1%	1%	2%
							a							
Net: Agree		242	82	159	242	-	214	27	84	25	27	49	44	13
		13%	17%	12%	13%	-	14%	7%	19%	12%	13%	11%	11%	10%
			b				b		bcd					
Net: Disagree		1310	321	989	1310	-	1033	276	279	157	137	345	302	89
		70%	65%	72%	70%	-	69%	73%	62%	73%	64%	75%	74%	71%
			a							a		ac	ac	
Mean Score		1.95	2.11	1.90	1.95	-	2.00	1.77	2.19	1.89	2.01	1.82	1.84	1.95
			b				b		bde					
Standard Deviation		1.184	1.250	1.155	1.184	-	1.216	1.027	1.288	1.190	1.246	1.103	1.098	1.125
Standard Error		.028	.056	.032	.028	-	.032	.054	.062	.082	.086	.052	.054	.101
Error variance		*	*	*	*	-	*	*	*	.01	.01	*	*	.01

Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - It is acceptable to artificially increase profits in the books as long as no money is stolen

BASE: All managers

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
1862	297	608	322	425	210	930	635	625	1125	112	371	1417	576	1122	513	63
1872	297	613	326	426	209	939	635	627	1132	113	369	1427	578	1132	518	63
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
78	4	29	18	19	8	47	27	47	30	1	41	37	61	15	9	14
4%	1%	5%	5%	4%	4%	5%	4%	8%	3%	1%	11%	3%	11%	1%	2%	22%
	a	a	a	a	a	a	a	bc			b		b		a	a
164	13	55	31	51	15	85	66	71	82	11	58	97	88	63	20	26
9%	4%	9%	9%	12%	7%	9%	10%	11%	7%	10%	16%	7%	15%	6%	4%	41%
	a	a	a	a	a	a	a	b			b		b		a	a
288	47	104	62	62	13	166	75	106	157	25	74	199	100	174	50	17
15%	16%	17%	19%	14%	6%	18%	12%	17%	14%	22%	20%	14%	17%	15%	10%	27%
	e	eg	eg	e		eg	e			b	b				a	a
372	65	119	69	82	37	188	119	115	237	21	60	297	103	225	95	3
20%	22%	19%	21%	19%	18%	20%	19%	18%	21%	18%	16%	21%	18%	20%	18%	5%
															b	
937	158	296	144	209	131	440	340	282	610	45	129	780	224	642	340	3
50%	53%	48%	44%	49%	62%	47%	53%	45%	54%	40%	35%	55%	39%	57%	66%	5%
	c				abcdfg		cf		ac			a		a	b	
32	10	9	4	4	5	13	9	6	16	11	6	17	3	13	5	-
2%	4%	2%	1%	1%	2%	1%	1%	1%	1%	9%	2%	1%	*	1%	1%	-
	cdg									ab						
242	17	84	48	70	23	132	93	118	111	12	99	134	149	78	28	40
13%	6%	14%	15%	16%	11%	14%	15%	19%	10%	11%	27%	9%	26%	7%	5%	63%
	a	a	a	a	a	a	a	bc			b		b		a	a
1310	223	416	212	291	168	628	459	397	847	66	190	1078	327	866	435	6
70%	75%	68%	65%	68%	80%	67%	72%	63%	75%	58%	51%	76%	57%	77%	84%	10%
	bcd				bcdg		cf		ac			a		a	b	
1.95	1.74	2.01	2.10	2.03	1.69	2.04	1.92	2.17	1.82	2.05	2.51	1.80	2.41	1.74	1.56	3.71
	ae	aeg	ae	ae	aeg	ae	ae	b		b	b		b		a	a
1.184	.977	1.210	1.225	1.238	1.122	1.216	1.211	1.319	1.090	1.100	1.402	1.080	1.402	1.003	.937	1.025
.028	.058	.049	.069	.060	.078	.040	.048	.053	.033	.109	.073	.029	.059	.030	.042	.129
*	*	*	*	*	.01	*	*	*	*	.01	.01	*	*	*	*	.02

Ethics at Work survey 2018 - Global research

Q14. To what extent do you agree or disagree with each of the following statements? - It is acceptable to artificially increase profits in the books as long as no money is stolen

BASE: All managers

		Employer support				Employer provision of information			
		Total	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%			a	b	c	d	a	b	c
Unweighted Total		1862	1081	574	507	233	400	1365	408
Weighted Total		1872	1091	581	510	232	402	1375	408
		100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	78	57	36	21	6	27	72	5
		4%	5%	6%	4%	3%	7%	5%	1%
				d			c	c	
Tend to agree	(4.0)	164	109	58	51	17	47	134	23
		9%	10%	10%	10%	7%	12%	10%	6%
							c	c	
Neither agree nor disagree	(3.0)	288	126	57	69	35	53	193	80
		15%	12%	10%	14%	15%	13%	14%	20%
					b	b			ab
Tend to disagree	(2.0)	372	195	93	102	49	63	259	90
		20%	18%	16%	20%	21%	16%	19%	22%
									a
Strongly disagree	(1.0)	937	596	335	261	122	207	701	206
		50%	55%	58%	51%	53%	52%	51%	50%
				c					
Don't know		32	9	3	6	3	5	15	5
		2%	1%	1%	1%	1%	1%	1%	1%
Net: Agree		242	165	94	72	23	73	206	27
		13%	15%	16%	14%	10%	18%	15%	7%
			d	d			c	c	
Net: Disagree		1310	791	428	363	171	270	960	296
		70%	73%	74%	71%	74%	67%	70%	73%
Mean Score		1.95	1.92	1.90	1.95	1.84	2.05	1.98	1.84
							c	c	
Standard Deviation		1.184	1.240	1.276	1.198	1.094	1.317	1.237	1.008
Standard Error		.028	.038	.053	.054	.072	.066	.034	.050
Error variance		*	*	*	*	.01	*	*	*

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? Summary Table

BASE: All people managers

		Statements					
		Petty fiddling is inevitable in a modern organisation	If we cracked down on every little fiddle we would soon find we had no staff	If we cracked down on every little fiddle we would soon find we had no suppliers	As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling	There is no real difference between fraud and a bit of petty fiddling	It is acceptable to increase profits in the books as long as no money is stolen
		a	b	c	d	e	f
Significance Level: 95%							
Unweighted Total		3065	3065	3065	3065	3065	3065
Weighted Total		3072	3072	3072	3072	3072	3072
		100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	173 6% df	236 8% adf	206 7% df	131 4%	298 10% abcdf	125 4%
Tend to agree	(4.0)	816 27% bcdef	674 22% def	642 21% df	458 15% f	604 20% df	296 10%
Neither agree nor disagree	(3.0)	679 22% ef	672 22% ef	721 23% def	643 21% ef	548 18% f	487 16%
Tend to disagree	(2.0)	606 20%	665 22%	646 21%	817 27% abcef	704 23% a	656 21%
Strongly disagree	(1.0)	722 23%	730 24%	717 23%	957 31% abce	848 28% abc	1441 47% abcde
Don't know		76 2%	96 3% def	140 5% abdef	66 2%	69 2%	67 2%
Net: Agree		989 32% bcdef	910 30% df	847 28% df	589 19% f	902 29% df	420 14%
Net: Disagree		1328 43%	1395 45%	1364 44%	1774 58% abce	1552 51% abc	2098 68% abcde
Mean Score		2.70 def	2.67 def	2.65 df	2.33 f	2.60 df	2.00
Standard Deviation		1.258	1.281	1.255	1.194	1.343	1.187
Standard Error		.023	.024	.023	.022	.025	.022
Error variance		*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - Net: Agree

BASE: All people managers

	Country								Gender			Age				Working status	
											I identify in another way/ Prefer not to say						
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
Significance Level: 95%																	
Unweighted Total	3065	363	402	383	447	365	353	372	1864	1177	24	900	1602	560	3	2651	414
Weighted Total	3072	363	403	384	450	366	353	372	1878	1170	24	893	1632	544	3	2663	409
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Petty fiddling is inevitable in a modern organisation	989	105	155	127	99	143	108	109	646	333	10	336	481	171	2	876	114
	32%	29%	39%	33%	22%	39%	31%	29%	34%	28%	43%	38%	29%	31%	66%	33%	28%
		d	adfg	d		adfg	d	d	b			bc				b	
If we cracked down on every little fiddle we would soon find we had no staff	910	108	167	78	112	122	94	111	588	315	7	332	443	135	-	795	115
	30%	30%	42%	20%	25%	33%	27%	30%	31%	27%	30%	37%	27%	25%	-	30%	28%
		c	acdefgh			cdf		c	b			bc					
There is no real difference between fraud and a bit of petty fiddling	902	126	144	96	106	64	109	117	575	320	8	282	449	171	1	783	119
	29%	35%	36%	25%	24%	17%	31%	31%	31%	27%	34%	32%	27%	31%	33%	29%	29%
		cde	cde	e	e		de	de	b			b					
If we cracked down on every little fiddle we would soon find we had no suppliers	847	115	140	68	114	109	96	94	548	288	11	308	407	131	1	729	118
	28%	32%	35%	18%	25%	30%	27%	25%	29%	25%	47%	34%	25%	24%	33%	27%	29%
		c	cdfg		c	c	c	c	b			bc					
As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling	589	76	102	48	71	77	52	61	397	188	4	243	278	69	-	516	73
	19%	21%	25%	13%	16%	21%	15%	16%	21%	16%	18%	27%	17%	13%	-	19%	18%
		cf	cdfg			cf			b			bc	c				
It is acceptable to artificially increase profits in the books as long as no money is stolen	420	77	63	13	48	55	54	46	273	143	4	202	181	37	1	365	55
	14%	21%	16%	3%	11%	15%	15%	12%	15%	12%	18%	23%	11%	7%	33%	14%	13%
		bcdefg	cd		c	c	c	c				bc	c				

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - Net: Agree

BASE: All people managers

		Public-Private sector		Seniority		People Manager		Sector					
	Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
Significance Level: 95%		a	b	a	b	a	*b	a	b	c	d	e	f
Unweighted Total	3065	975	2090	1480	1585	3065	-	797	315	333	647	800	173
Weighted Total	3072	970	2103	1492	1580	3072	-	800	315	331	657	796	173
	100%	100%	100%	100%	100%	100%	-	100%	100%	100%	100%	100%	100%
Petty fiddling is inevitable in a modern organisation	989	323	666	486	503	989	-	296	95	109	200	229	59
	32%	33%	32%	33%	32%	32%	-	37% bde	30%	33%	30%	29%	34%
If we cracked down on every little fiddle we would soon find we had no staff	910	290	620	449	461	910	-	281	100	100	172	204	52
	30%	30%	30%	30%	29%	30%	-	35% de	32% e	30%	26%	26%	30%
There is no real difference between fraud and a bit of petty fiddling	902	292	610	448	454	902	-	248	109	81	191	223	50
	29%	30%	29%	30%	29%	29%	-	31% c	35% ce	24%	29%	28%	29%
If we cracked down on every little fiddle we would soon find we had no suppliers	847	266	581	419	428	847	-	263	93	93	167	186	46
	28%	27%	28%	28%	27%	28%	-	33% de	29% e	28%	25%	23%	26%
As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling	589	198	392	309	281	589	-	184	63	64	117	116	45
	19%	20%	19%	21% b	18%	19%	-	23% de	20% e	19% e	18%	15%	26% de
It is acceptable to artificially increase profits in the books as long as no money is stolen	420	155	266	214	206	420	-	151	45	53	62	86	24
	14%	16% b	13%	14%	13%	14%	-	19% de	14% d	16% de	9%	11%	14%

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - Net: Agree

BASE: All people managers

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics		
		Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)										
Total	Sole trader							Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical	
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b	
3065	68	1115	673	815	394	1788	1209	1099	1729	237	612	2307	911	1874	834	85	
3072	69	1119	674	817	393	1793	1211	1098	1737	238	609	2319	913	1880	837	86	
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
989	24	356	231	281	97	587	378	413	512	63	266	684	354	580	182	55	
32%	34%	32%	34%	34%	25%	33%	31%	38%	30%	27%	44%	29%	39%	31%	22%	64%	
		e	e	e		e	e	bc			b		b		a		
910	23	339	190	254	104	529	358	380	465	65	289	579	342	515	184	55	
30%	33%	30%	28%	31%	26%	29%	30%	35%	27%	27%	48%	25%	38%	27%	22%	64%	
								bc			b		b		a		
902	16	336	186	254	111	522	364	362	501	40	224	653	304	531	223	58	
29%	23%	30%	28%	31%	28%	29%	30%	33%	29%	17%	37%	28%	33%	28%	27%	67%	
								bc	c		b		b		a		
847	24	315	188	231	89	503	320	346	434	67	264	554	317	482	170	51	
28%	35%	28%	28%	28%	23%	28%	26%	32%	25%	28%	43%	24%	35%	26%	20%	60%	
	e	e		e		e		b			b		b		a		
589	11	207	147	166	58	354	224	241	304	44	190	384	253	303	86	58	
19%	16%	19%	22%	20%	15%	20%	19%	22%	17%	19%	31%	17%	28%	16%	10%	68%	
			e	e		e		b			b		b		a		
420	4	156	103	118	39	259	157	181	213	26	161	246	225	174	57	54	
14%	5%	14%	15%	14%	10%	14%	13%	16%	12%	11%	26%	11%	25%	9%	7%	63%	
		ae	ae	ae		ae		bc			b		b		a		

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - Net: Agree

BASE: All people managers

	Total	Employer support				Employer provision of information		
		Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	c	d	a	b	c
Unweighted Total	3065	1746	893	853	431	667	2361	529
Weighted Total	3072	1758	901	857	428	672	2369	528
	100%	100%	100%	100%	100%	100%	100%	100%
Petty fiddling is inevitable in a modern organisation	989 32%	584 33%	294 33%	290 34%	149 35%	224 33%	789 33%	156 29%
If we cracked down on every little fiddle we would soon find we had no staff	910 30%	521 30%	269 30%	252 29%	147 34%	199 30%	728 31%	147 28%
There is no real difference between fraud and a bit of petty fiddling	902 29%	538 31%	301 33%	237 28%	124 29%	209 31%	720 30%	144 27%
If we cracked down on every little fiddle we would soon find we had no suppliers	847 28%	498 28%	255 28%	243 28%	112 26%	196 29%	681 29%	125 24%
As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling	589 19%	359 20%	190 21%	170 20%	67 16%	154 23%	484 20%	82 15%
It is acceptable to artificially increase profits in the books as long as no money is stolen	420 14%	282 16%	163 18%	119 14%	38 9%	124 19%	364 15%	37 7%

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - Net: Disagree

BASE: All people managers

	Country								Gender			Age				Working status	
											I identify in another way/ Prefer not to say						
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
Significance Level: 95%																	
Unweighted Total	3065	363	402	383	447	365	372	380	1864	1177	24	900	1602	560	3	2651	414
Weighted Total	3072	363	403	384	450	366	372	382	1878	1170	24	893	1632	544	3	2663	409
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
It is acceptable to artificially increase profits in the books as long as no money is stolen	2098 68%	212 58%	246 61%	333 87% abdefgh	331 74% abefh	239 65%	223 63%	271 73% abefh	1270 68%	815 70%	13 52%	480 54%	1172 72% a	444 82% ab	1 33%	1817 68%	281 69%
As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling	1774 58%	210 58% bh	186 46% abdefgh	289 75% b	241 53% b	210 57% b	214 60% bdh	233 63% bdh	1058 56%	705 60% a	12 48%	401 45%	1006 62% a	364 67% ab	3 100%	1534 58%	240 59%
There is no real difference between fraud and a bit of petty fiddling	1552 51%	166 46%	158 39%	245 64% abdfgh	234 52% bh	226 62% abdfgh	175 50% b	187 50% bh	912 49%	631 54% a	9 39%	383 43%	875 54% a	293 54% a	1 34%	1329 50%	223 54%
If we cracked down on every little fiddle we would soon find we had no staff	1395 45%	158 44% b	124 31% abdefgh	247 64% b	202 45% b	157 43% b	167 47% b	174 47% b	831 44%	555 47% b	9 36%	301 34%	797 49% a	295 54% ab	2 67%	1193 45%	202 49%
If we cracked down on every little fiddle we would soon find we had no suppliers	1364 44%	147 41%	144 36%	220 57% abdefgh	194 43% b	157 43% b	159 45% b	178 48% ab	827 44%	530 45% a	7 27%	300 34%	776 48% a	287 53% ab	1 34%	1194 45%	170 42%
Petty fiddling is inevitable in a modern organisation	1328 43%	168 46% beh	137 34%	188 49% beh	226 50% beh	135 37%	161 46% beh	172 46% beh	770 41%	546 47% a	13 53%	313 35%	749 46% a	266 49% a	1 34%	1131 42%	197 48% a

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - Net: Disagree

BASE: All people managers

		Public-Private sector		Seniority		People Manager		Sector					
	Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
Significance Level: 95%		a	b	a	b	a	*b	a	b	c	d	e	f
Unweighted Total	3065	975	2090	1480	1585	3065	-	797	315	333	647	800	173
Weighted Total	3072	970	2103	1492	1580	3072	-	800	315	331	657	796	173
	100%	100%	100%	100%	100%	100%	-	100%	100%	100%	100%	100%	100%
It is acceptable to artificially increase profits in the books as long as no money is stolen	2098 68%	616 64%	1482 70% a	1033 69%	1064 67%	2098 68%	-	494 62%	215 68% a	208 63%	495 75% abcf	571 72% ac	114 66%
As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling	1774 58%	533 55%	1241 59% a	886 59%	888 56%	1774 58%	-	412 51%	177 56%	179 54%	408 62% ac	503 63% abc	96 55%
There is no real difference between fraud and a bit of petty fiddling	1552 51%	456 47%	1097 52% a	763 51%	789 50%	1552 51%	-	365 46%	154 49%	183 55% a	346 53% a	414 52% a	90 52%
If we cracked down on every little fiddle we would soon find we had no staff	1395 45%	423 44%	972 46%	718 48% b	677 43%	1395 45%	-	306 38%	135 43%	157 48% a	329 50% abf	396 50% abf	70 41%
If we cracked down on every little fiddle we would soon find we had no suppliers	1364 44%	424 44%	940 45%	725 49% b	639 40%	1364 44%	-	303 38%	136 43%	135 41%	314 48% ac	397 50% abc	79 45%
Petty fiddling is inevitable in a modern organisation	1328 43%	408 42%	920 44%	666 45%	662 42%	1328 43%	-	293 37%	131 42%	139 42%	309 47% a	382 48% a	73 42%

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - Net: Disagree

BASE: All people managers

		Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
								Net: Large/ very large (250+)									
	Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)		Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
Significance Level: 95%		a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
Unweighted Total	3065	68	1115	673	815	394	1788	1209	1099	1729	237	612	2307	911	1874	834	85
Weighted Total	3072	69	1119	674	817	393	1793	1211	1098	1737	238	609	2319	913	1880	837	86
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
It is acceptable to artificially increase profits in the books as long as no money is stolen	2098 68%	54 79% cf	760 68%	429 64%	559 68%	295 75% bcdf	1189 66%	854 71% cf	712 65%	1242 72% ac	143 60%	315 52%	1695 73% a	517 57%	1382 74% a	678 81% b	6 7%
As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling	1774 58%	40 58%	640 57%	360 53%	472 58%	263 67% bcdfg	1000 56%	735 61% cf	622 57% c	1038 60% c	114 48%	278 46%	1426 61% a	457 50%	1164 62% a	590 70% b	4 5%
There is no real difference between fraud and a bit of petty fiddling	1552 51%	40 58%	581 52%	326 48%	389 48%	216 55% cd	907 51%	605 50%	525 48%	910 52% a	117 49%	255 42%	1231 53% a	431 47%	987 52% a	488 58% b	5 6%
If we cracked down on every little fiddle we would soon find we had no staff	1395 45%	30 43%	489 44%	310 46%	362 44%	203 52% bdf	800 45%	566 47%	472 43% c	838 48% ac	84 35%	190 31%	1154 50% a	364 40%	909 48% a	474 57% b	6 7%
If we cracked down on every little fiddle we would soon find we had no suppliers	1364 44%	29 42%	500 45%	276 41%	360 44%	199 51% bcd	776 43%	559 46% c	476 43% c	812 47% c	76 32%	194 32%	1114 48% a	364 40%	880 47% a	460 55% b	8 9%
Petty fiddling is inevitable in a modern organisation	1328 43%	32 46%	478 43%	274 41%	350 43%	194 49% bcd	752 42%	544 45%	439 40%	810 47% ac	79 33%	200 33%	1078 46% a	348 38%	857 46% a	465 56% b	6 7%

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - Net: Disagree

BASE: All people managers

	Total	Employer support				Employer provision of information		
		Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%		a	b	c	d	a	b	c
Unweighted Total	3065	1746	893	853	431	667	2361	529
Weighted Total	3072	1758	901	857	428	672	2369	528
	100%	100%	100%	100%	100%	100%	100%	100%
It is acceptable to artificially increase profits in the books as long as no money is stolen	2098 68%	1244 71%	642 71%	603 70%	312 73%	431 64%	1605 68%	389 74% ab
As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling	1774 58%	1076 61%	538 60%	538 63%	263 62%	390 58%	1395 59%	303 58%
There is no real difference between fraud and a bit of petty fiddling	1552 51%	947 54%	469 52%	478 56%	226 53%	338 50%	1208 51%	277 53%
If we cracked down on every little fiddle we would soon find we had no staff	1395 45%	863 49%	465 52% cd	398 46%	196 46%	332 49%	1092 46%	239 45%
If we cracked down on every little fiddle we would soon find we had no suppliers	1364 44%	839 48%	458 51% c	381 44%	206 48%	315 47%	1065 45%	239 45%
Petty fiddling is inevitable in a modern organisation	1328 43%	813 46%	434 48%	379 44%	199 46%	300 45%	1033 44%	236 45%

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - Petty fiddling is inevitable in a modern organisation

BASE: All people managers

	Country								Gender			Age				Working status	
											I identify in another way/ Prefer not to say						
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
3065	363	402	383	447	365	353	372	380	1864	1177	24	900	1602	560	3	2651	414
3072	363	403	384	450	366	353	372	382	1878	1170	24	893	1632	544	3	2663	409
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
173	19	35	15	20	21	19	21	23	125	45	3	75	69	29	1	154	19
6%	5%	9%	4%	4%	6%	5%	6%	6%	7%	4%	14%	8%	4%	5%	33%	6%	5%
		cd							b			bc					
816	86	120	112	79	122	89	88	120	521	288	7	261	412	142	1	721	95
27%	24%	30%	29%	17%	33%	25%	24%	31%	28%	25%	30%	29%	25%	26%	33%	27%	23%
	d	d	d		adfg	d	d	adg				b					
679	80	103	59	114	75	73	81	94	424	254	1	216	364	98	-	595	84
22%	22%	26%	15%	25%	20%	21%	22%	25%	23%	22%	4%	24%	22%	18%	-	22%	21%
	c	c		c			c	c				c	c				
606	74	62	88	103	77	55	84	64	352	247	8	149	343	113	1	525	82
20%	20%	15%		23%	21%	16%	23%	17%	19%	21%	33%	17%	21%	21%	34%	20%	20%
			bfg	bfg	b		bfg						a	a			
722	94	75	100	123	58	106	88	78	418	299	5	164	406	152	-	606	115
23%	26%	19%	26%	27%	16%	30%	24%	20%	22%	26%	20%	18%	25%	28%	-	23%	28%
	be		be	beh		begh	e			a			a	a			a
76	10	7	10	11	12	11	10	4	39	37	-	29	39	8	-	61	15
2%	3%	2%	3%	3%	3%	3%	3%	1%	2%	3%	-	3%	2%	2%	-	2%	4%
					h	h											
989	105	155	127	99	143	108	109	143	646	333	10	336	481	171	2	876	114
32%	29%	39%	33%	22%	39%	31%	29%	37%	34%	28%	43%	38%	29%	31%	66%	33%	28%
	d	adfg	d		adfg	d	d	adg	b			bc				b	
1328	168	137	188	226	135	161	172	141	770	546	13	313	749	266	1	1131	197
43%	46%	34%	49%	50%	37%	46%	46%	37%	41%	47%	53%	35%	46%	49%	34%	42%	48%
	beh		beh	beh		beh	beh			a			a	a			a
2.70	2.61	2.95	2.61	2.48	2.92	2.59	2.64	2.86	2.77	2.59	2.84	2.92	2.62	2.59	3.65	2.73	2.54
		acdfg			acdfg			acdfg	b			bc				b	
1.258	1.258	1.254	1.273	1.202	1.209	1.312	1.246	1.239	1.267	1.232	1.419	1.255	1.233	1.292	1.529	1.255	1.266
.023	.067	.063	.066	.058	.064	.071	.066	.064	.030	.036	.290	.043	.031	.055	.883	.025	.063
*	*	*	*	*	*	.01	*	*	*	*	.08	*	*	*	.78	*	*

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - Petty fiddling is inevitable in a modern organisation

BASE: All people managers

		Public-Private sector		Seniority		People Manager		Sector						
		Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
Significance Level: 95%			a	b	a	b	a	*b	a	b	c	d	e	f
Unweighted Total		3065	975	2090	1480	1585	3065	-	797	315	333	647	800	173
Weighted Total		3072	970	2103	1492	1580	3072	-	800	315	331	657	796	173
		100%	100%	100%	100%	100%	100%	-	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	173	63	110	96	77	173	-	60	18	14	36	32	12
		6%	7%	5%	6%	5%	6%	-	8% ce	6%	4%	6%	4%	7%
Tend to agree	(4.0)	816	260	556	390	426	816	-	235	77	95	164	197	48
		27%	27%	26%	26%	27%	27%	-	29% e	25%	29%	25%	25%	28%
Neither agree nor disagree	(3.0)	679	205	474	317	363	679	-	194	81	76	130	161	37
		22%	21%	23%	21%	23%	22%	-	24% d	26% de	23%	20%	20%	21%
Tend to disagree	(2.0)	606	201	405	305	301	606	-	161	44	62	133	168	39
		20%	21%	19%	20%	19%	20%	-	20% b	14%	19%	20% b	21% b	22% b
Strongly disagree	(1.0)	722	207	515	361	361	722	-	133	88	77	176	214	34
		23%	21%	24%	24%	23%	23%	-	17% af	28% af	23% a	27% a	27% a	20%
Don't know		76	33	43	23	52	76	-	17	7	7	19	23	4
		2%	3% b	2%	2%	3% a	2%	-	2%	2%	2%	3%	3%	2%
Net: Agree		989	323	666	486	503	989	-	296	95	109	200	229	59
		32%	33%	32%	33%	32%	32%	-	37% bde	30%	33%	30%	29%	34%
Net: Disagree		1328	408	920	666	662	1328	-	293	131	139	309	382	73
		43%	42%	44%	45%	42%	43%	-	37%	42%	42%	47% a	48% a	42%
Mean Score		2.70	2.76	2.68	2.70	2.71	2.70	-	2.91 bcde	2.66	2.71	2.61	2.57	2.79 e
Standard Deviation		1.258	1.260	1.256	1.276	1.241	1.258	-	1.219	1.287	1.241	1.283	1.249	1.249
Standard Error		.023	.041	.028	.033	.032	.023	-	.044	.073	.069	.051	.045	.096
Error variance		*	*	*	*	*	*	-	*	.01	*	*	*	.01

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - Petty fiddling is inevitable in a modern organisation

BASE: All people managers

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
3065	68	1115	673	815	394	1788	1209	1099	1729	237	612	2307	911	1874	834	85
3072	69	1119	674	817	393	1793	1211	1098	1737	238	609	2319	913	1880	837	86
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
173	2	60	37	52	22	97	74	89	78	6	73	97	96	73	23	21
6%	3%	5%	6%	6%	6%	5%	6%	8%	4%	3%	12%	4%	11%	4%	3%	24% a
816	22	297	194	229	75	490	304	324	435	57	192	587	258	507	159	34
27%	31% e	27% e	29% e	28% e	19%	27% e	25% e	30% b	25%	24%	32% b	25%	28%	27%	19%	40% a
679	11	259	159	164	87	418	251	227	374	78	137	497	190	410	177	24
22%	16%	23%	24%	20%	22%	23%	21%	21%	22%	33% ab	22%	21%	21%	22%	21%	28%
606	16	217	128	164	82	345	245	229	342	36	94	486	140	404	191	3
20%	23%	19%	19%	20%	21%	19%	20%	21% c	20%	15%	16%	21% a	15%	22% a	23% b	4%
722	15	260	147	187	112	407	299	210	468	43	105	592	208	453	274	3
23%	22%	23%	22%	23%	29% bcdf	23%	25%	19%	27% ac	18%	17%	26% a	23%	24%	33% b	3%
76	3	26	10	22	15	36	37	19	40	17	7	60	21	32	13	1
2%	4%	2%	1%	3%	4% cf	2%	3% c	2%	2%	7% ab	1%	3% a	2%	2%	2%	1%
989	24	356	231	281	97	587	378	413	512	63	266	684	354	580	182	55
32%	34%	32% e	34% e	34% e	25%	33% e	31% e	38% bc	30%	27%	44% b	29%	39% b	31%	22%	64% a
1328	32	478	274	350	194	752	544	439	810	79	200	1078	348	857	465	6
43%	46%	43%	41%	43%	49% bcdf	42%	45%	40%	47% ac	33%	33%	46% a	38%	46% a	56% b	7%
2.70	2.67	2.71 e	2.77 e	2.74 e	2.51	2.73 e	2.67 e	2.86 b	2.59	2.76	3.06 b	2.61	2.88 b	2.64	2.35	3.79 a
1.258	1.243	1.248	1.242	1.277	1.265	1.245	1.277	1.267	1.257	1.126	1.289	1.241	1.341	1.227	1.205	.976
.023	.154	.038	.048	.045	.065	.030	.037	.039	.031	.076	.052	.026	.045	.029	.042	.107
*	.02	*	*	*	*	*	*	*	*	.01	*	*	*	*	*	.01

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - Petty fiddling is inevitable in a modern organisation

BASE: All people managers

		Employer support					Employer provision of information		
		Total	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%			a	b	c	d	a	b	c
Unweighted Total		3065	1746	893	853	431	667	2361	529
Weighted Total		3072	1758	901	857	428	672	2369	528
		100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	173	110	68	42	21	51	156	16
		6%	6%	8% c	5%	5%	8% c	7% c	3%
Tend to agree	(4.0)	816	474	226	248	127	174	634	140
		27%	27%	25%	29%	30%	26%	27%	26%
Neither agree nor disagree	(3.0)	679	330	163	166	77	130	500	130
		22%	19%	18%	19%	18%	19%	21%	25% a
Tend to disagree	(2.0)	606	351	167	184	95	123	471	113
		20%	20%	19%	21%	22%	18%	20%	21%
Strongly disagree	(1.0)	722	462	268	195	104	177	562	123
		23%	26% c	30% cd	23%	24%	26%	24%	23%
Don't know		76	31	9	22	4	17	47	7
		2%	2%	1%	3% bd	1%	3%	2%	1%
Net: Agree		989 32%	584 33%	294 33%	290 34%	149 35%	224 33%	789 33%	156 29%
Net: Disagree		1328 43%	813 46%	434 48%	379 44%	199 46%	300 45%	1033 44%	236 45%
Mean Score		2.70	2.66	2.62	2.71	2.69	2.69	2.72	2.64
Standard Deviation		1.258	1.300	1.343	1.252	1.270	1.324	1.278	1.193
Standard Error		.023	.031	.045	.043	.061	.052	.027	.052
Error variance		*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - If we cracked down on every little fiddle we would soon find we had no staff

BASE: All people managers

	Country								Gender			Age				Working status	
											I identify in another way/ Prefer not to say						
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
3065	363	402	383	447	365	353	372	380	1864	1177	24	900	1602	560	3	2651	414
3072	363	403	384	450	366	353	372	382	1878	1170	24	893	1632	544	3	2663	409
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
236	26	59	13	22	32	28	23	34	143	89	4	98	107	31	-	207	29
8%	7%	15%	3%	5%	9%	8%	6%	9%	8%	8%	18%	11%	7%	6%	-	8%	7%
	c	acdefgh			cd	c		cd				bc					
674	82	109	65	90	89	66	88	84	445	226	3	234	336	104	-	588	86
22%	23%	27%	17%	20%	24%	19%	24%	22%	24%	19%	12%	26%	21%	19%	-	22%	21%
		cdf			c		c		b			bc					
672	78	98	49	122	78	81	76	90	415	250	7	230	341	101	-	593	78
22%	21%	24%	13%	27%	21%	23%	20%	24%	22%	21%	30%	26%	21%	19%	-	22%	19%
	c	c		cg	c	c	c	c				bc					
665	80	60	116	100	81	61	88	78	393	267	6	175	363	125	2	567	98
22%	22%	15%		22%	22%	17%	24%	20%	21%	23%	23%	20%	22%	23%	67%	21%	24%
	b		abdefgh	b	b		bf	b									
730	79	64	131	102	76	106	86	86	438	289	3	126	434	170	-	626	104
24%	22%	16%	34%	23%	21%	30%	23%	23%	23%	25%	12%	14%	27%	31%	-	24%	25%
	b		abdegh	b		abdegh	b	b					a	ab			
96	18	13	10	14	9	11	11	10	44	50	1	31	51	12	1	81	14
3%	5%	3%	3%	3%	2%	3%	3%	3%	2%	4%	4%	3%	3%	2%	33%	3%	4%
										a							
910	108	167	78	112	122	94	111	118	588	315	7	332	443	135	-	795	115
30%	30%	42%	20%	25%	33%	27%	30%	31%	31%	27%	30%	37%	27%	25%	-	30%	28%
	c	acdefgh			cdf		c	c	b			bc					
1395	158	124	247	202	157	167	174	164	831	555	9	301	797	295	2	1193	202
45%	44%	31%	64%	45%	43%	47%	47%	43%	44%	47%	36%	34%	49%	54%	67%	45%	49%
	b		abdefgh	b	b	b	b	b					a	ab			
2.67	2.70	3.10	2.23	2.61	2.78	2.56	2.65	2.74	2.71	2.61	2.99	3.00	2.57	2.44	2.00	2.68	2.59
	c	acdefgh		c	cf	c	c	c	b			bc	c				
1.281	1.264	1.300	1.201	1.193	1.284	1.321	1.256	1.288	1.280	1.279	1.309	1.230	1.276	1.277	-	1.280	1.285
.024	.068	.066	.062	.057	.068	.071	.066	.067	.030	.038	.273	.042	.032	.055	-	.025	.064
*	*	*	*	*	*	.01	*	*	*	*	.07	*	*	*	-	*	*

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - If we cracked down on every little fiddle we would soon find we had no staff

BASE: All people managers

		Public-Private sector		Seniority		People Manager		Sector						
		Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
			a	b	a	b	a	*b	a	b	c	d	e	f
Significance Level: 95%														
Unweighted Total		3065	975	2090	1480	1585	3065	-	797	315	333	647	800	173
Weighted Total		3072	970	2103	1492	1580	3072	-	800	315	331	657	796	173
		100%	100%	100%	100%	100%	100%	-	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	236	90	147	116	120	236	-	70	30	23	53	53	8
		8%	9% b	7%	8%	8%	8%	-	9%	9%	7%	8%	7%	5%
Tend to agree	(4.0)	674	200	474	333	341	674	-	211	70	77	120	151	44
		22%	21%	23%	22%	22%	22%	-	26% de	22%	23%	18%	19%	26% de
Neither agree nor disagree	(3.0)	672	214	458	300	372	672	-	191	67	68	131	170	45
		22%	22%	22%	20%	24% a	22%	-	24%	21%	20%	20%	21%	26%
Tend to disagree	(2.0)	665	210	455	330	335	665	-	149	65	81	144	186	40
		22%	22%	22%	22%	21%	22%	-	19%	21%	24% a	22%	23% a	23%
Strongly disagree	(1.0)	730	213	517	387	343	730	-	157	70	77	185	210	31
		24%	22%	25%	26% b	22%	24%	-	20%	22%	23%	28% af	26% af	18%
Don't know		96	43	53	26	69	96	-	21	12	6	24	27	6
		3%	4% b	3%	2%	4% a	3%	-	3%	4%	2%	4%	3%	3%
Net: Agree		910	290	620	449	461	910	-	281	100	100	172	204	52
		30%	30%	30%	30%	29%	30%	-	35% de	32% e	30%	26%	26%	30%
Net: Disagree		1395	423	972	718	677	1395	-	306	135	157	329	396	70
		45%	44%	46%	48% b	43%	45%	-	38%	43%	48% a	50% abf	50% abf	41%
Mean Score		2.67	2.72	2.65	2.63	2.71	2.67	-	2.86 cde	2.75 de	2.66	2.54	2.55	2.76 e
Standard Deviation		1.281	1.294	1.274	1.300	1.261	1.281	-	1.270	1.309	1.264	1.309	1.264	1.173
Standard Error		.024	.042	.028	.034	.032	.024	-	.046	.075	.070	.052	.045	.091
Error variance		*	*	*	*	*	*	-	*	.01	*	*	*	.01

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - If we cracked down on every little fiddle we would soon find we had no staff

BASE: All people managers

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
3065	68	1115	673	815	394	1788	1209	1099	1729	237	612	2307	911	1874	834	85
3072	69	1119	674	817	393	1793	1211	1098	1737	238	609	2319	913	1880	837	86
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
236	5	83	41	74	34	124	107	120	106	10	94	134	114	111	40	19
8%	7%	7%	6%	9%	9%	7%	9%	11%	6%	4%	15%	6%	13%	6%	5%	22%
				c			c	bc			b		b		a	
674	18	256	148	181	70	404	251	260	359	55	196	445	228	404	144	36
22%	26%	23%	22%	22%	18%	23%	21%	24%	21%	23%	32%	19%	25%	21%	17%	42%
		e				e					b		b		a	
672	12	253	158	179	70	411	249	220	384	68	122	514	192	408	158	24
22%	18%	23%	23%	22%	18%	23%	21%	20%	22%	28%	20%	22%	21%	22%	19%	28%
		e	e			e				ab						
665	19	222	156	185	83	378	268	246	377	42	98	539	150	451	193	3
22%	28%	20%	23%	23%	21%	21%	22%	22%	22%	18%	16%	23%	16%	24%	23%	3%
											a		a		b	
730	10	268	154	177	121	422	298	226	462	42	92	616	213	457	282	3
24%	15%	24%	23%	22%	31%	24%	25%	21%	27%	18%	15%	27%	23%	24%	34%	4%
					abdcdfg				ac			a			b	
96	4	37	17	21	17	54	38	25	49	21	8	72	15	48	21	1
3%	6%	3%	2%	3%	4%	3%	3%	2%	3%	9%	1%	3%	2%	3%	3%	1%
										ab		a				
910	23	339	190	254	104	529	358	380	465	65	289	579	342	515	184	55
30%	33%	30%	28%	31%	26%	29%	30%	35%	27%	27%	48%	25%	38%	27%	22%	64%
								bc			b		b		a	
1395	30	489	310	362	203	800	566	472	838	84	190	1154	364	909	474	6
45%	43%	44%	46%	44%	52%	45%	47%	43%	48%	35%	31%	50%	40%	48%	57%	7%
					bdf			c	ac		a		a		b	
2.67	2.82	2.69	2.65	2.73	2.50	2.67	2.66	2.82	2.57	2.76	3.17	2.53	2.87	2.60	2.35	3.77
		e		e		e	e	b		b	b		b		a	
1.281	1.222	1.283	1.235	1.285	1.343	1.265	1.308	1.315	1.264	1.166	1.303	1.246	1.366	1.243	1.251	.959
.024	.153	.039	.048	.046	.069	.030	.038	.040	.031	.079	.053	.026	.046	.029	.044	.105
*	.02	*	*	*	*	*	*	*	*	.01	*	*	*	*	*	.01

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - If we cracked down on every little fiddle we would soon find we had no staff

BASE: All people managers

		Employer support					Employer provision of information		
		Total	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%			a	b	c	d	a	b	c
Unweighted Total		3065	1746	893	853	431	667	2361	529
Weighted Total		3072	1758	901	857	428	672	2369	528
		100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	236	139	80	60	36	71	209	19
		8%	8%	9%	7%	9%	11%	9%	4%
							c	c	
Tend to agree	(4.0)	674	382	189	193	111	128	519	128
		22%	22%	21%	22%	26% b	19%	22%	24% a
Neither agree nor disagree	(3.0)	672	341	151	191	72	126	493	131
		22%	19%	17%	22% bd	17%	19%	21%	25% ab
Tend to disagree	(2.0)	665	368	182	185	110	130	509	126
		22%	21%	20%	22%	26% ab	19%	22%	24%
Strongly disagree	(1.0)	730	495	283	213	86	203	582	113
		24%	28% d	31% cd	25%	20%	30% bc	25%	21%
Don't know		96	33	17	16	13	15	56	11
		3%	2%	2%	2%	3%	2%	2%	2%
Net: Agree		910	521	269	252	147	199	728	147
		30%	30%	30%	29%	34%	30%	31%	28%
Net: Disagree		1395	863	465	398	196	332	1092	239
		45%	49%	52% cd	46%	46%	49%	46%	45%
Mean Score		2.67	2.60	2.55	2.65	2.76 ab	2.60	2.68	2.64
Standard Deviation		1.281	1.320	1.363	1.273	1.289	1.377	1.309	1.178
Standard Error		.024	.032	.046	.044	.063	.054	.027	.052
Error variance		*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - If we cracked down on every little fiddle we would soon find we had no suppliers

BASE: All people managers

	Country								Gender			Age				Working status	
											I identify in another way/ Prefer not to say						
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
3065	363	402	383	447	365	353	372	380	1864	1177	24	900	1602	560	3	2651	414
3072	363	403	384	450	366	353	372	382	1878	1170	24	893	1632	544	3	2663	409
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
206	32	44	12	18	21	29	19	31	138	62	5	95	83	28	-	173	32
7%	9%	11%	3%	4%	6%	8%	5%	8%	7%	5%	21%	11%	5%	5%	-	7%	8%
	cd	cdeg				cd		cd	b			bc					
642	83	96	56	96	88	67	75	81	409	226	6	213	324	103	1	556	86
21%	23%	24%	15%	21%	24%	19%	20%	21%	22%	19%	26%	24%	20%	19%	33%	21%	21%
	c	c		c	c		c	c				bc					
721	78	102	78	125	87	82	75	92	435	281	5	231	384	105	1	620	101
23%	22%	25%	20%	28%	24%	23%	20%	24%	23%	24%	21%	26%	24%	19%	33%	23%	25%
				acg								c	c				
646	78	68	94	107	85	59	80	75	398	246	3	166	348	132	1	567	79
21%	22%	17%	24%	24%	23%	17%	22%	20%	21%	21%	11%	19%	21%	24%	34%	21%	19%
			bf	bf	bf									a			
717	69	76	126	87	72	100	98	89	429	285	4	134	428	155	-	627	91
23%	19%	19%	33%	19%	20%	28%	26%	23%	23%	24%	17%	15%	26%	29%	-	24%	22%
			abdegh			abde	abde						a	a			
140	23	16	18	16	12	16	25	14	69	71	1	55	65	20	-	120	20
5%	6%	4%	5%	4%	3%	5%	7%	4%	4%	6%	4%	6%	4%	4%	-	4%	5%
							de			a		bc					
847	115	140	68	114	109	96	94	112	548	288	11	308	407	131	1	729	118
28%	32%	35%	18%	25%	30%	27%	25%	29%	29%	25%	47%	34%	25%	24%	33%	27%	29%
	c	cdfg		c	c	c	c	c	b			bc					
1364	147	144	220	194	157	159	178	164	827	530	7	300	776	287	1	1194	170
44%	41%	36%	57%	43%	43%	45%	48%	43%	44%	45%	27%	34%	48%	53%	34%	45%	42%
			abdefgh	b	b	b	ab	b					a	ab			
2.65	2.80	2.91	2.27	2.66	2.72	2.60	2.53	2.70	2.69	2.58	3.25	2.96	2.55	2.46	2.99	2.64	2.72
	cg	cdefgh		c	cg	c	c	c	b			bc					
1.255	1.273	1.290	1.180	1.152	1.213	1.322	1.256	1.280	1.265	1.231	1.405	1.243	1.236	1.248	.999	1.253	1.269
.023	.069	.066	.062	.055	.065	.072	.067	.067	.030	.037	.293	.043	.032	.054	.577	.025	.064
*	*	*	*	*	*	.01	*	*	*	*	.09	*	*	*	.33	*	*

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - If we cracked down on every little fiddle we would soon find we had no suppliers

BASE: All people managers

		Table 1: Attitudes towards the Public-Private Partnership (PPP) in the Health Sector													
		Public-Private sector			Seniority		People Manager		Sector						
		Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	
Significance Level: 95%			a	b	a	b	a	*b	a	b	c	d	e	f	
Unweighted Total		3065	975	2090	1480	1585	3065	-	797	315	333	647	800	173	
Weighted Total		3072	970	2103	1492	1580	3072	-	800	315	331	657	796	173	
		100%	100%	100%	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	
Strongly agree	(5.0)	206	74	131	103	103	206	-	59	27	18	46	44	12	
		7%	8%	6%	7%	7%	7%	-	7%	8%	5%	7%	6%	7%	
Tend to agree	(4.0)	642	192	450	317	325	642	-	203	66	75	121	142	34	
		21%	20%	21%	21%	21%	21%	-	25% de	21%	23%	18%	18%	20%	
Neither agree nor disagree	(3.0)	721	220	501	313	408	721	-	204	74	93	142	166	43	
		23%	23%	24%	21%	26% a	23%	-	26% e	23%	28% de	22%	21%	25%	
Tend to disagree	(2.0)	646	206	440	330	316	646	-	153	54	72	144	186	37	
		21%	21%	21%	22%	20%	21%	-	19%	17%	22%	22%	23% ab	22%	
Strongly disagree	(1.0)	717	218	500	395	322	717	-	150	82	63	170	210	41	
		23%	22%	24%	26% b	20%	23%	-	19%	26% ac	19%	26% ac	26% ac	24%	
Don't know		140	60	80	35	106	140	-	29	13	10	35	47	6	
		5%	6% b	4%	2%	7% a	5%	-	4%	4%	3%	5%	6% ac	3%	
Net: Agree		847	266	581	419	428	847	-	263	93	93	167	186	46	
		28%	27%	28%	28%	27%	28%	-	33% de	29% e	28%	25%	23%	26%	
Net: Disagree		1364	424	940	725	639	1364	-	303	136	135	314	397	79	
		44%	44%	45%	49% b	40%	44%	-	38%	43%	41%	48% ac	50% abc	45%	
Mean Score		2.65	2.67	2.64	2.59	2.71 a	2.65	-	2.83 de	2.67 e	2.73 e	2.56	2.50	2.63	
Standard Deviation		1.255	1.270	1.249	1.281	1.227	1.255	-	1.234	1.317	1.184	1.275	1.243	1.252	
Standard Error		.023	.042	.028	.034	.032	.023	-	.045	.076	.066	.052	.045	.097	
Error variance		*	*	*	*	*	*	-	*	.01	*	*	*	.01	

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - If we cracked down on every little fiddle we would soon find we had no suppliers

BASE: All people managers

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
3065	68	1115	673	815	394	1788	1209	1099	1729	237	612	2307	911	1874	834	85
3072	69	1119	674	817	393	1793	1211	1098	1737	238	609	2319	913	1880	837	86
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
206	5	70	47	58	26	117	84	106	95	5	89	112	105	95	28	19
7%	7%	6%	7%	7%	6%	7%	7%	10% bc	5% c	2%	15% b	5%	11% b	5%	3%	22% a
642	19	245	141	173	63	386	236	241	339	62	174	442	212	387	142	32
21%	28% e	22% e	21%	21% e	16%	22% e	20%	22%	20%	26% b	29% b	19%	23% b	21%	17%	38% a
721	13	257	189	184	77	447	261	238	412	72	132	546	199	443	173	26
23%	19%	23%	28% bdeg	22%	20%	25% eg	22%	22%	24%	30% ab	22%	24%	22%	24%	21%	30% a
646	13	251	130	180	72	381	252	230	373	44	97	519	161	431	183	6
21%	19%	22%	19%	22%	18%	21%	21%	21%	21%	18%	16%	22% a	18% a	23% a	22% b	7%
717	16	249	146	180	127	395	307	246	439	32	98	595	203	449	276	2
23%	23%	22%	22%	22%	32% bcdfg	22%	25% f	22% c	25% c	13%	16%	26% a	22% a	24%	33% b	2%
140	3	46	21	42	29	67	70	37	79	24	18	104	33	75	35	1
5%	4%	4%	3%	5%	7% bcf	4%	6% cf	3%	5%	10% ab	3%	5%	4%	4%	4%	1%
847	24	315	188	231	89	503	320	346	434	67	264	554	317	482	170	51
28%	35% e	28% e	28%	28% e	23%	28% e	26%	32% b	25%	28%	43% b	24%	35% b	26%	20%	60% a
1364	29	500	276	360	199	776	559	476	812	76	194	1114	364	880	460	8
44%	42%	45%	41%	44%	51% bcd	43%	46% c	43% c	47% c	32%	32%	48% a	40%	47% a	55% b	9%
2.65	2.76	2.66 e	2.71 e	2.68 e	2.42	2.68 e	2.59 e	2.75 b	2.56	2.83 b	3.10 b	2.53	2.84 b	2.58	2.33	3.71 a
1.255	1.302	1.240	1.231	1.258	1.307	1.237	1.279	1.307	1.237	1.077	1.311	1.221	1.341	1.219	1.215	.969
.023	.162	.038	.048	.045	.068	.030	.038	.040	.030	.074	.054	.026	.045	.029	.043	.106
*	.03	*	*	*	*	*	*	*	*	.01	*	*	*	*	*	.01

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - If we cracked down on every little fiddle we would soon find we had no suppliers

BASE: All people managers

		Employer support				Employer provision of information			
		Total	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%			a	b	c	d	a	b	c
Unweighted Total		3065	1746	893	853	431	667	2361	529
Weighted Total		3072	1758	901	857	428	672	2369	528
		100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	206	136	72	64	29	62	179	19
		7%	8%	8%	7%	7%	9%	8%	4%
							c	c	
Tend to agree	(4.0)	642	362	183	179	83	135	502	106
		21%	21%	20%	21%	19%	20%	21%	20%
Neither agree nor disagree	(3.0)	721	360	166	194	86	135	531	147
		23%	20%	18%	23%	20%	20%	22%	28%
					b			ab	
Tend to disagree	(2.0)	646	368	179	189	108	117	495	126
		21%	21%	20%	22%	25%	17%	21%	24%
					b		a	a	
Strongly disagree	(1.0)	717	470	279	192	99	198	570	113
		23%	27%	31%	22%	23%	30%	24%	21%
			c	acd			bc		
Don't know		140	62	22	40	24	26	93	16
		5%	4%	2%	5%	6%	4%	4%	3%
					b	ab			
Net: Agree		847	498	255	243	112	196	681	125
		28%	28%	28%	28%	26%	29%	29%	24%
							c	c	
Net: Disagree		1364	839	458	381	206	315	1065	239
		44%	48%	51%	44%	48%	47%	45%	45%
				c					
Mean Score		2.65	2.60	2.53	2.68	2.59	2.60	2.66	2.59
					b				
Standard Deviation		1.255	1.305	1.340	1.264	1.255	1.358	1.280	1.150
Standard Error		.023	.032	.045	.044	.062	.054	.027	.051
Error variance		*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling

BASE: All people managers

	Country								Gender			Age				Working status	
											I identify in another way/ Prefer not to say						
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
3065	363	402	383	447	365	353	372	380	1864	1177	24	900	1602	560	3	2651	414
3072	363	403	384	450	366	353	372	382	1878	1170	24	893	1632	544	3	2663	409
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
131	17	26	6	11	17	11	11	32	87	41	2	67	56	8	-	110	21
4%	5%	7%	2%	2%	5%	3%	3%	8%	5%	4%	10%	8%	3%	2%	-	4%	5%
	c	cdfg			c			acdefg				bc	c				
458	59	76	42	60	60	41	50	70	310	147	2	176	222	61	-	406	52
15%	16%	19%	11%	13%	16%	12%	13%	18%	16%	13%	8%	20%	14%	11%	-	15%	13%
	c	cdfg			c			cdf	b			bc					
643	71	105	43	121	72	78	72	80	390	245	7	223	316	104	-	559	84
21%	20%	26%	11%	27%	20%	22%	19%	21%	21%	21%	30%	25%	19%	19%	-	21%	21%
	c	aceg		acegh	c	c	c	c				bc					
817	91	98	126	125	114	79	100	84	482	330	5	210	452	154	1	717	100
27%	25%	24%	33%	28%	31%	22%	27%	22%	26%	28%	20%	23%	28%	28%	33%	27%	24%
			abfh		bfh								a	a			
957	119	87	163	116	96	135	133	108	576	375	7	191	554	210	2	817	140
31%	33%	22%	42%	26%	26%	38%	36%	28%	31%	32%	28%	21%	34%	39%	67%	31%	34%
	bd		abdeh			bdeh	bdeh	b					a	ab			
66	5	10	4	18	7	9	6	7	33	31	1	27	33	6	-	54	12
2%	1%	3%	1%	4%	2%	3%	2%	2%	2%	3%	4%	3%	2%	1%	-	2%	3%
				ac								c					
589	76	102	48	71	77	52	61	102	397	188	4	243	278	69	-	516	73
19%	21%	25%	13%	16%	21%	15%	16%	27%	21%	16%	18%	27%	17%	13%	-	19%	18%
	cf	cdfg			cf			cdfg	b			bc	c				
1774	210	186	289	241	210	214	233	193	1058	705	12	401	1006	364	3	1534	240
58%	58%	46%	75%	53%	57%	60%	63%	50%	56%	60%	48%	45%	62%	67%	100%	58%	59%
	bh		abdefgh	b	b	bdh	bdh			a			a	ab			
2.33	2.34	2.63	1.95	2.37	2.41	2.17	2.20	2.55	2.38	2.25	2.50	2.67	2.23	2.08	1.33	2.34	2.28
	c	acdefg		cfg	cfg	c	c	acdfg	b			bc	c				
1.194	1.228	1.212	1.061	1.096	1.184	1.166	1.158	1.308	1.216	1.151	1.295	1.237	1.166	1.083	.574	1.189	1.222
.022	.065	.061	.055	.053	.063	.063	.061	.068	.028	.034	.270	.042	.029	.046	.331	.023	.061
*	*	*	*	*	*	*	*	*	*	*	.07	*	*	*	.11	*	*

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling

BASE: All people managers

		Public-Private sector		Seniority		People Manager		Sector						
		Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
Significance Level: 95%			a	b	a	b	a	*b	a	b	c	d	e	f
Unweighted Total		3065	975	2090	1480	1585	3065	-	797	315	333	647	800	173
Weighted Total		3072	970	2103	1492	1580	3072	-	800	315	331	657	796	173
		100%	100%	100%	100%	100%	100%	-	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	131 4%	61 6% b	70 3%	70 5%	61 4%	131 4%	- -	42 5%	20 6% de	15 5%	21 3%	26 3%	8 4%
Tend to agree	(4.0)	458 15%	136 14%	322 15%	239 16%	220 14%	458 15%	- -	143 18% e	44 14%	49 15%	97 15%	90 11%	37 21% bde
Neither agree nor disagree	(3.0)	643 21%	211 22%	432 21%	282 19%	361 23% a	643 21%	- -	189 24% d	66 21%	82 25% d	116 18%	160 20%	30 18%
Tend to disagree	(2.0)	817 27%	253 26%	564 27%	399 27%	418 26%	817 27%	- -	205 26%	74 23%	73 22%	179 27%	233 29% c	52 30%
Strongly disagree	(1.0)	957 31%	281 29%	677 32%	487 33%	470 30%	957 31%	- -	207 26%	103 33% a	105 32% a	229 35% af	269 34% af	44 25%
Don't know		66 2%	28 3%	38 2%	15 1%	51 3% a	66 2%	- -	15 2%	9 3%	6 2%	16 2%	17 2%	2 1%
Net: Agree		589 19%	198 20%	392 19%	309 21% b	281 18%	589 19%	- -	184 23% de	63 20% e	64 19% e	117 18%	116 15%	45 26% de
Net: Disagree		1774 58%	533 55%	1241 59% a	886 59%	888 56%	1774 58%	- -	412 51%	177 56%	179 54%	408 62% ac	503 63% abc	96 55%
Mean Score		2.33	2.41 b	2.29	2.33	2.34	2.33	-	2.50 de	2.36 e	2.37 e	2.22	2.19	2.49 de
Standard Deviation		1.194	1.233	1.174	1.220	1.168	1.194	-	1.208	1.257	1.211	1.176	1.131	1.215
Standard Error		.022	.040	.026	.032	.030	.022	-	.043	.072	.067	.047	.040	.093
Error variance		*	*	*	*	*	*	-	*	.01	*	*	*	.01

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling

BASE: All people managers

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)	Net: Large/ very large (250+)	Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
3065	68	1115	673	815	394	1788	1209	1099	1729	237	612	2307	911	1874	834	85
3072	69	1119	674	817	393	1793	1211	1098	1737	238	609	2319	913	1880	837	86
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
131	1	42	37	37	14	79	51	64	61	6	58	71	87	39	14	21
4%	1%	4%	6%	4%	4%	4%	4%	6%	3%	2%	10%	3%	10%	2%	2%	24% a
								bc			b		b			a
458	10	165	110	129	44	275	173	177	243	39	132	313	165	264	72	38
15%	15%	15%	16% e	16% e	11%	15% e	14%	16%	14%	16%	22% b	14%	18% b	14%	9%	44% a
643	16	245	156	162	64	401	226	224	356	63	136	463	192	379	149	22
21%	23%	22% e	23% eg	20%	16%	22% eg	19%	20%	21%	26% ab	22%	20%	21%	20%	18%	26%
817	26	297	182	206	106	479	312	324	434	60	150	630	204	548	224	1
27%	37% dg	27%	27%	25%	27%	27%	26%	29% b	25%	25%	25%	27%	22%	29% a	27% b	1%
957	14	343	177	265	157	520	423	299	604	55	127	795	253	616	366	3
31%	21%	31%	26%	32% ac	40% abcdf	29%	35% abcf	27%	35% ac	23%	21%	34% a	28% a	33% a	44% b	4%
66	2	26	12	17	8	38	25	10	39	17	5	46	11	33	13	1
2%	3%	2%	2%	2%	2%	2%	2%	1%	2% a	7% ab	1%	2%	1%	2%	2%	1%
589	11	207	147	166	58	354	224	241	304	44	190	384	253	303	86	58
19%	16%	19%	22% e	20% e	15%	20% e	19%	22% b	17%	19%	31% b	17%	28% b	16%	10%	68% a
1774	40	640	360	472	263	1000	735	622	1038	114	278	1426	457	1164	590	4
58%	58%	57%	53%	58%	67% bcdfg	56%	61% cf	57% c	60% c	48%	46%	61% a	50%	62% a	70% b	5%
2.33	2.37	2.33 e	2.47 bdeg	2.33 e	2.10	2.38 eg	2.26 e	2.43 b	2.25	2.46 b	2.74 b	2.22	2.59 b	2.22	1.96	3.85 a
1.194	1.033	1.177	1.206	1.219	1.163	1.189	1.206	1.216	1.183	1.120	1.277	1.156	1.324	1.119	1.061	.928
.022	.127	.036	.047	.043	.059	.028	.035	.037	.029	.075	.052	.024	.044	.026	.037	.101
*	.02	*	*	*	*	*	*	*	*	.01	*	*	*	*	*	.01

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling

BASE: All people managers

		Employer support				Employer provision of information				
		Total	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None	
Significance Level: 95%			a	b	c	d	a	b	c	
Unweighted Total		3065	1746	893	853	431	667	2361	529	
Weighted Total		3072	1758	901	857	428	672	2369	528	
		100%	100%	100%	100%	100%	100%	100%	100%	
Strongly agree	(5.0)	131	95	65	30	11	50	123	5	
		4%	5%	7%	3%	3%	7%	5%	1%	
			cd	cd			bc	c		
Tend to agree	(4.0)	458	265	124	140	56	104	361	77	
		15%	15%	14%	16%	13%	16%	15%	15%	
Neither agree nor disagree	(3.0)	643	300	166	134	94	116	453	138	
		21%	17%	18%	16%	22%	17%	19%	26%	
						ac			ab	
Tend to disagree	(2.0)	817	440	189	252	129	148	630	159	
		27%	25%	21%	29%	30%	22%	27%	30%	
			b		ab	ab		a	a	
Strongly disagree	(1.0)	957	635	349	286	134	242	765	145	
		31%	36%	39%	33%	31%	36%	32%	27%	
				cd			c	c		
Don't know		66	23	7	16	4	11	38	5	
		2%	1%	1%	2%	1%	2%	2%	1%	
Net: Agree		589	359	190	170	67	154	484	82	
		19%	20%	21%	20%	16%	23%	20%	15%	
			d	d			c	c		
Net: Disagree		1774	1076	538	538	263	390	1395	303	
		58%	61%	60%	63%	62%	58%	59%	58%	
Mean Score		2.33	2.28	2.29	2.26	2.24	2.35	2.33	2.31	
Standard Deviation		1.194	1.251	1.306	1.190	1.114	1.316	1.227	1.058	
Standard Error		.022	.030	.044	.041	.054	.051	.025	.046	
Error variance		*	*	*	*	*	*	*	*	

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - There is no real difference between fraud and a bit of petty fiddling

BASE: All people managers

	Country								Gender			Age				Working status	
											I identify in another way/ Prefer not to say						
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b
3065	363	402	383	447	365	353	372	380	1864	1177	24	900	1602	560	3	2651	414
3072	363	403	384	450	366	353	372	382	1878	1170	24	893	1632	544	3	2663	409
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
298	45	51	26	26	21	42	42	45	198	98	2	94	139	64	1	262	37
10%	12%	13%	7%	6%	6%	12%	11%	12%	11%	8%	8%	11%	9%	12%	33%	10%	9%
	cde	cde				cde	cde	cde						b			
604	81	93	70	80	43	67	75	95	377	221	6	188	310	106	-	521	83
20%	22%	23%	18%	18%	12%	19%	20%	25%	20%	19%	25%	21%	19%	20%	-	20%	20%
	e	e	e	e		e	e	cde									
548	63	94	38	95	62	61	60	75	358	185	5	199	276	73	1	496	52
18%	17%	23%	10%	21%	17%	17%	16%	20%	19%	16%	23%	22%	17%	13%	33%	19%	13%
	c	acefg		c	c	c	c	c	b			bc				b	
704	89	66	98	107	106	81	76	80	417	281	6	198	404	101	1	609	96
23%	25%	16%	26%	24%	29%	23%	20%	21%	22%	24%	25%	22%	25%	19%	34%	23%	23%
	b		b	b	bgh	b							c				
848	77	91	147	127	119	94	111	82	495	349	4	185	471	192	-	720	127
28%	21%	23%	38%	28%	33%	26%	30%	22%	26%	30%	15%	21%	29%	35%	-	27%	31%
			abdfgh	ah	abh		abh			a			a	ab			
69	7	7	5	15	14	8	8	5	33	35	1	30	33	7	-	54	15
2%	2%	2%	1%	3%	4%	2%	2%	1%	2%	3%	4%	3%	2%	1%	-	2%	4%
				c	ch					a		bc					a
902	126	144	96	106	64	109	117	140	575	320	8	282	449	171	1	783	119
29%	35%	36%	25%	24%	17%	31%	31%	37%	31%	27%	34%	32%	27%	31%	33%	29%	29%
	cde	cde	e	e		de	de	cde				b					
1552	166	158	245	234	226	175	187	162	912	631	9	383	875	293	1	1329	223
51%	46%	39%	64%	52%	62%	50%	50%	42%	49%	54%	39%	43%	54%	54%	34%	50%	54%
			abdfgh	bh	abdfgh	b	bh			a			a	a			
2.60	2.80	2.86	2.29	2.48	2.26	2.66	2.62	2.84	2.66	2.50	2.87	2.78	2.53	2.53	3.32	2.61	2.51
	cde	cdefg		ce		cde	ce	cdeg	b			bc					
1.343	1.347	1.352	1.331	1.250	1.214	1.376	1.398	1.341	1.347	1.333	1.243	1.300	1.322	1.444	1.526	1.338	1.371
.025	.071	.068	.068	.060	.065	.074	.073	.069	.031	.039	.259	.044	.033	.061	.881	.026	.069
*	.01	*	*	*	*	.07	.01	*	*	*	.07	*	*	*	.78	*	*

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - There is no real difference between fraud and a bit of petty fiddling

BASE: All people managers

		Public-Private sector		Seniority		People Manager		Sector						
								Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication	
		Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager						
Significance Level: 95%		a	b	a	b	a	*b	a	b	c	d	e	f	
Unweighted Total		3065	975	2090	1480	1585	3065	-	797	315	333	647	800	173
Weighted Total		3072	970	2103	1492	1580	3072	-	800	315	331	657	796	173
		100%	100%	100%	100%	100%	100%	-	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	298	96	202	161	138	298	-	84	47	25	52	74	16
		10%	10%	10%	11%	9%	10%	-	11%	15% acde	8%	8%	9%	9%
Tend to agree	(4.0)	604	196	408	287	317	604	-	163	62	56	139	149	35
		20%	20%	19%	19%	20%	20%	-	20%	20%	17%	21%	19%	20%
Neither agree nor disagree	(3.0)	548	191	357	256	292	548	-	170	45	59	104	140	30
		18%	20%	17%	17%	18%	18%	-	21% bd	14%	18%	16%	18%	17%
Tend to disagree	(2.0)	704	213	491	349	355	704	-	174	62	79	144	197	48
		23%	22%	23%	23%	22%	23%	-	22%	20%	24%	22%	25%	27%
Strongly disagree	(1.0)	848	242	605	414	434	848	-	191	91	104	202	217	43
		28%	25%	29% a	28%	27%	28%	-	24%	29%	31% a	31% a	27%	25%
Don't know		69	30	39	25	44	69	-	17	7	8	16	19	3
		2%	3% b	2%	2%	3% a	2%	-	2%	2%	2%	2%	2%	2%
Net: Agree		902	292	610	448	454	902	-	248	109	81	191	223	50
		29%	30%	29%	30%	29%	29%	-	31% c	35% ce	24%	29%	28%	29%
Net: Disagree		1552	456	1097	763	789	1552	-	365	154	183	346	414	90
		51%	47%	52% a	51%	50%	51%	-	46%	49%	55% a	53% a	52% a	52%
Mean Score		2.60	2.67	2.57	2.61	2.59	2.60	-	2.71 cde	2.71 c	2.44	2.52	2.57	2.61
Standard Deviation		1.343	1.331	1.347	1.361	1.326	1.343	-	1.326	1.458	1.308	1.341	1.328	1.308
Standard Error		.025	.043	.030	.036	.034	.025	-	.047	.083	.073	.053	.047	.100
Error variance		*	*	*	*	*	*	-	*	.01	.01	*	*	.01

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - There is no real difference between fraud and a bit of petty fiddling

BASE: All people managers

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics			
							Net: Large/ very large (250+)											
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)		Yes	No	Don't know	Yes	No	Yes	No	Yes	No	Most ethical	Least ethical
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b		
3065	68	1115	673	815	394	1788	1209	1099	1729	237	612	2307	911	1874	834	85		
3072	69	1119	674	817	393	1793	1211	1098	1737	238	609	2319	913	1880	837	86		
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		
298	3	114	55	85	42	169	127	132	160	7	83	211	117	161	88	19		
10%	4%	10%	8%	10%	11%	9%	10%	12% bc	9% c	3%	14% b	9%	13% b	9%	11%	22% a		
604	13	222	132	169	69	353	238	230	340	33	141	442	187	370	135	39		
20%	19%	20%	20%	21%	17%	20%	20%	21% c	20% c	14%	23% b	19%	21%	20%	16%	46% a		
548	11	180	141	158	59	320	217	197	289	62	121	387	162	334	113	21		
18%	16%	16%	21% be	19%	15%	18%	18%	18%	17%	26% ab	20%	17%	18%	18%	14%	24% a		
704	19	267	147	178	93	414	271	254	389	61	134	535	172	470	171	2		
23%	28%	24%	22%	22%	24%	23%	22%	23%	22%	26%	22%	23%	19%	25% a	20% b	2%		
848	21	315	179	210	123	493	333	271	520	56	121	696	260	517	317	3		
28%	30%	28%	27%	26%	31% d	28%	28%	25%	30% ac	24%	20%	30% a	28%	28%	38% b	3%		
69	2	22	21	17	8	43	25	14	37	19	8	49	16	28	13	2		
2%	3%	2%	3%	2%	2%	2%	2%	1%	2%	8% ab	1%	2%	2%	1%	2%	2%		
902	16	336	186	254	111	522	364	362	501	40	224	653	304	531	223	58		
29%	23%	30%	28%	31%	28%	29%	30%	33% bc	29% c	17%	37% b	28%	33% b	28%	27% a	67% a		
1552	40	581	326	389	216	907	605	525	910	117	255	1231	431	987	488	5		
51%	58%	52%	48%	48%	55% cd	51%	50%	48%	52% a	49%	42%	53% a	47%	52% a	58% b	6%		
2.60	2.37	2.59	2.60	2.67	2.52	2.59	2.62	2.72 bc	2.55	2.42	2.89 b	2.53	2.70 b	2.56	2.40	3.82 a		
1.343	1.232	1.358	1.302	1.344	1.380	1.337	1.357	1.363	1.352	1.117	1.344	1.345	1.410	1.314	1.407	.933		
.025	.152	.041	.051	.048	.070	.032	.039	.041	.033	.075	.055	.028	.047	.031	.049	.102		
*	.02	*	*	*	*	*	*	*	*	.01	*	*	*	*	*	.01		

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - There is no real difference between fraud and a bit of petty fiddling

BASE: All people managers

			Employer support				Employer provision of information		
		Total	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%			a	b	c	d	a	b	c
Unweighted Total		3065	1746	893	853	431	667	2361	529
Weighted Total		3072	1758	901	857	428	672	2369	528
		100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	298	212	119	93	37	86	251	38
		10%	12%	13%	11%	9%	13%	11%	7%
		d	d			c	c		
Tend to agree	(4.0)	604	326	182	144	87	123	468	107
		20%	19%	20%	17%	20%	18%	20%	20%
Neither agree nor disagree	(3.0)	548	248	113	134	71	112	397	101
		18%	14%	13%	16%	17%	17%	17%	19%
Tend to disagree	(2.0)	704	387	174	213	108	132	534	138
		23%	22%	19%	25%	25%	20%	23%	26%
Strongly disagree	(1.0)	848	560	295	265	118	206	674	139
		28%	32%	33%	31%	28%	31%	28%	26%
Don't know		69	26	18	8	7	12	45	5
		2%	1%	2%	1%	2%	2%	2%	1%
Net: Agree		902	538	301	237	124	209	720	144
		29%	31%	33%	28%	29%	31%	30%	27%
Net: Disagree		1552	947	469	478	226	338	1208	277
		51%	54%	52%	56%	53%	50%	51%	53%
Mean Score		2.60	2.56	2.61	2.51	2.57	2.62	2.61	2.55
Standard Deviation		1.343	1.415	1.459	1.368	1.323	1.421	1.368	1.275
Standard Error		.025	.034	.049	.047	.064	.056	.028	.056
Error variance		*	*	*	*	*	*	*	*

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - It is acceptable to artificially increase profits in the books as long as no money is stolen

BASE: All people managers

	Country									Gender			Age				Working status	
											I identify in another way/ Prefer not to say							
Total	France	Germany	Ireland	Italy	Portugal	Spain	Switzerland	UK	Male	Female		18-34	35-54	55+	Prefer not to say	Full time	Part time	
	a	b	c	d	e	f	g	h	a	b	*c	a	b	c	*d	a	b	
3065	363	402	383	447	365	353	372	380	1864	1177	24	900	1602	560	3	2651	414	
3072	363	403	384	450	366	353	372	382	1878	1170	24	893	1632	544	3	2663	409	
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
125	23	16	2	16	21	12	13	23	78	44	3	69	46	11	-	108	17	
4%	6%	4%	1%	3%	6%	3%	3%	6%	4%	4%	14%	8%	3%	2%	-	4%	4%	
	c	c		c	c	c	c	c				bc						
296	55	47	11	33	34	42	33	41	196	99	1	133	135	26	1	257	38	
10%	15%	12%	3%	7%	9%	12%	9%	11%	10%	8%	4%	15%	8%	5%	33%	10%	9%	
	cdeg	cd		c	c	cd	c	c				bc	c					
487	65	80	31	62	62	69	50	69	307	173	7	178	252	56	1	428	59	
16%	18%	20%	8%	14%	17%	20%	13%	18%	16%	15%	29%	20%	15%	10%	34%	16%	14%	
	c	cdg		c	c	cdg	c	c				bc	c					
656	94	82	70	105	85	59	82	78	404	248	4	174	362	119	1	565	91	
21%	26%	20%	18%	23%	23%	17%	22%	21%	22%	21%	17%	20%	22%	22%	33%	21%	22%	
	cf			f	f													
1441	118	164	262	226	154	164	189	163	865	567	9	306	810	326	-	1252	190	
47%	32%	41%	68%	50%	42%	46%	51%	43%	46%	49%	36%	34%	50%	60%	-	47%	46%	
		a	abdefgh	abeh	a	a	abeh	a					a	ab				
67	8	14	7	8	10	7	5	8	28	39	-	33	27	6	-	52	14	
2%	2%	3%	2%	2%	3%	2%	1%	2%	1%	3%	-	4%	2%	1%	-	2%	4%	
										a		bc					a	
420	77	63	13	48	55	54	46	63	273	143	4	202	181	37	1	365	55	
14%	21%	16%	3%	11%	15%	15%	12%	17%	15%	12%	18%	23%	11%	7%	33%	14%	13%	
	bcddefg	cd		c	c	c	c	cd				bc	c					
2098	212	246	333	331	239	223	271	242	1270	815	13	480	1172	444	1	1817	281	
68%	58%	61%	87%	74%	65%	63%	73%	63%	68%	70%	52%	54%	72%	82%	33%	68%	69%	
			abdefgh	abefh			abefh						a	ab				
2.00	2.35	2.15	1.46	1.88	2.11	2.07	1.91	2.15	2.04	1.94	2.44	2.40	1.91	1.65	3.00	2.01	1.99	
	bcddefgh	cdg		c	cdg	cd	c	cdg	b			bc	c					
1.187	1.261	1.210	.812	1.121	1.228	1.212	1.151	1.258	1.197	1.163	1.408	1.320	1.117	.982	.992	1.188	1.184	
.022	.067	.061	.042	.054	.065	.065	.060	.065	.028	.034	.287	.045	.028	.042	.573	.023	.059	
*	*	*	*	*	*	*	*	*	*	*	.08	*	*	*	.33	*	*	

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - It is acceptable to artificially increase profits in the books as long as no money is stolen

BASE: All people managers

		Public-Private sector		Seniority		People Manager		Sector						
		Total	Public or third sector	Private	Manager	Non-manager	People manager	Non-people manager	Manufacturing, Wholesale and Production	Retail and Sales	Recreation and Other Services	Finance, business and Professional Services	Public Services inc. Education and Health	Information and Communication
Significance Level: 95%			a	b	a	b	a	*b	a	b	c	d	e	f
Unweighted Total		3065	975	2090	1480	1585	3065	-	797	315	333	647	800	173
Weighted Total		3072	970	2103	1492	1580	3072	-	800	315	331	657	796	173
		100%	100%	100%	100%	100%	100%	-	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	125	50	75	72	53	125	-	42	15	20	16	26	6
		4%	5% b	4%	5% b	3%	4%	-	5% d	5%	6% de	2%	3%	3%
Tend to agree	(4.0)	296	105	191	142	153	296	-	109	30	33	46	60	18
		10%	11%	9%	10%	10%	10%	-	14% de	9%	10%	7%	7%	10%
Neither agree nor disagree	(3.0)	487	169	319	229	258	487	-	141	45	62	85	123	31
		16%	17%	15%	15%	16%	16%	-	18% d	14%	19% d	13%	15%	18%
Tend to disagree	(2.0)	656	203	453	299	357	656	-	165	59	54	153	183	42
		21%	21%	22%	20%	23%	21%	-	21%	19%	16%	23% c	23% c	24% c
Strongly disagree	(1.0)	1441	413	1029	735	707	1441	-	328	157	155	343	388	71
		47%	43%	49% a	49% b	45%	47%	-	41%	50% a	47%	52% af	49% a	41%
Don't know		67	30	36	15	52	67	-	14	10	7	15	16	5
		2%	3% b	2%	1%	3% a	2%	-	2%	3%	2%	2%	2%	3%
Net: Agree		420	155	266	214	206	420	-	151	45	53	62	86	24
		14%	16% b	13%	14%	13%	14%	-	19% de	14% d	16% de	9%	11%	14%
Net: Disagree		2098	616	1482	1033	1064	2098	-	494	215	208	495	571	114
		68%	64%	70% a	69%	67%	68%	-	62%	68% a	63%	75% abcf	72% ac	66%
Mean Score		2.00	2.12 b	1.95	2.00	2.01	2.00	-	2.20 bde	1.98 d	2.11 de	1.82	1.91	2.08 d
Standard Deviation		1.187	1.238	1.160	1.216	1.160	1.187	-	1.263	1.223	1.280	1.068	1.122	1.158
Standard Error		.022	.040	.026	.032	.030	.022	-	.045	.070	.071	.042	.040	.089
Error variance		*	*	*	*	*	*	-	*	*	.01	*	*	.01

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - It is acceptable to artificially increase profits in the books as long as no money is stolen

BASE: All people managers

	Size of organisation							Aware of unethical conduct			Felt pressured to compromise current organisation's standards of ethical conduct		Incentives to act ethically offered		Employee ethics	
							Net: Large/ very large (250+)									
Total	Sole trader	Small (1-49)	Medium (50-249)	Large (250-4,999)	Very large (5,000+)	Net: SME (1-249)		Yes	No	Don't know	Yes	No	Yes	No	Most ethical	Least ethical
	a	b	c	d	e	f	g	a	b	c	a	b	a	b	a	b
3065	68	1115	673	815	394	1788	1209	1099	1729	237	612	2307	911	1874	834	85
3072	69	1119	674	817	393	1793	1211	1098	1737	238	609	2319	913	1880	837	86
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
125	-	48	34	30	13	81	43	66	53	7	62	62	83	39	18	20
4%	-	4%	5%	4%	3%	5%	4%	6%	3%	3%	10%	3%	9%	2%	2%	23%
								bc			b		b		a	
296	4	109	69	88	26	178	114	115	160	20	99	185	142	136	40	34
10%	5%	10%	10%	11%	7%	10%	9%	11%	9%	8%	16%	8%	16%	7%	5%	40%
			e	e		e					b		b		a	
487	10	179	129	124	46	308	170	189	247	51	118	336	158	291	88	24
16%	14%	16%	19%	15%	12%	17%	14%	17%	14%	21%	19%	15%	17%	15%	11%	29%
		e	deg			eg		b		b	b				a	
656	19	234	146	184	72	381	256	231	374	51	119	503	166	425	168	4
21%	27%	21%	22%	23%	18%	21%	21%	21%	22%	22%	20%	22%	18%	23%	20%	5%
													a	b	b	
1441	36	526	282	375	223	808	598	481	869	91	196	1192	351	956	510	2
47%	52%	47%	42%	46%	57%	45%	49%	44%	50%	38%	32%	51%	39%	51%	61%	2%
		c			bcd fg		cf		ac		a		a	a	b	
67	1	24	14	16	13	37	29	15	34	18	14	41	13	33	14	1
2%	1%	2%	2%	2%	3%	2%	2%	1%	2%	7%	2%	2%	1%	2%	2%	1%
										ab						
420	4	156	103	118	39	259	157	181	213	26	161	246	225	174	57	54
14%	5%	14%	15%	14%	10%	14%	13%	16%	12%	11%	26%	11%	25%	9%	7%	63%
		ae	ae	ae		ae		bc			b		b		a	
2098	54	760	429	559	295	1189	854	712	1242	143	315	1695	517	1382	678	6
68%	79%	68%	64%	68%	75%	66%	71%	65%	72%	60%	52%	73%	57%	74%	81%	7%
	cf			c	bcd f		cf		ac		a		a	a	b	
2.00	1.73	2.01	2.13	2.02	1.78	2.06	1.94	2.13	1.92	2.09	2.52	1.87	2.38	1.85	1.65	3.78
		e	abeg	ae		aeg	e	b		b	b		b			a
1.187	.907	1.197	1.220	1.184	1.117	1.207	1.168	1.256	1.142	1.129	1.368	1.106	1.374	1.066	.995	.940
.022	.111	.036	.048	.042	.057	.029	.034	.038	.028	.076	.056	.023	.046	.025	.035	.103
*	.01	*	*	*	*	*	*	*	*	.01	*	*	*	*	*	.01

Ethics at Work survey 2018 - Global research

Q14b. To what extent do you agree or disagree with each of the following statements? - It is acceptable to artificially increase profits in the books as long as no money is stolen

BASE: All people managers

		Employer support					Employer provision of information		
		Total	Most / fairly supportive	Most supportive	Fairly supportive	Unsupportive	All	Any	None
Significance Level: 95%			a	b	c	d	a	b	c
Unweighted Total		3065	1746	893	853	431	667	2361	529
Weighted Total		3072	1758	901	857	428	672	2369	528
		100%	100%	100%	100%	100%	100%	100%	100%
Strongly agree	(5.0)	125 4%	90 5%	59 7% cd	30 4%	13 3%	44 7% c	113 5% c	5 1%
Tend to agree	(4.0)	296 10%	192 11% d	103 11% d	89 10% d	25 6%	80 12% c	251 11% c	32 6%
Neither agree nor disagree	(3.0)	487 16%	212 12%	92 10%	121 14% b	66 16% b	103 15%	360 15%	95 18%
Tend to disagree	(2.0)	656 21%	334 19%	165 18%	169 20%	111 26% abc	114 17%	475 20%	141 27% ab
Strongly disagree	(1.0)	1441 47%	910 52%	477 53% d	434 51%	201 47%	317 47%	1130 48%	249 47%
Don't know		67 2%	20 1%	5 1%	15 2% b	11 3% ab	14 2%	40 2%	6 1%
Net: Agree		420 14%	282 16% d	163 18% cd	119 14% d	38 9%	124 19% c	364 15% c	37 7%
Net: Disagree		2098 68%	1244 71%	642 71%	603 70%	312 73%	431 64%	1605 68%	389 74% ab
Mean Score		2.00	1.97	2.00	1.95	1.89	2.12 c	2.03 c	1.86
Standard Deviation		1.187	1.246	1.302	1.184	1.073	1.310	1.228	.990
Standard Error		.022	.030	.044	.041	.052	.051	.025	.043
Error variance		*	*	*	*	*	*	*	*