

Institute of Business Ethics – Ethics at work: French working adults survey

METHODOLOGY NOTE

ComRes interviewed 750 French adults online between 4th and 11th March 2015. Data were weighted to be representative of all working adults aged 16+ in France. ComRes is a member of the British Polling Council and abides by its rules.

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To register for PollWatch, a monthly newsletter update on the polls, please email: pollwatch@comres.co.uk

IBE Ethics at Work survey – European research - France

| | |
|--|----|
| SQ1 Which of the following best describes your current working status? If you have multiple roles, please select the one that you spend most of your time doing. | 1 |
| Base: All respondents | |
| D1 Gender | 4 |
| Base: All respondents | |
| D2 How old are you? | 7 |
| Base: All respondents | |
| D3 In which area do you live? | 12 |
| Base: All respondents | |
| D4 Which of the following sectors do you work in? | 23 |
| Base: All respondents | |
| D5 Which of the following sectors do you work in? | 36 |
| Base: All respondents | |
| D6 Which of the following best represents your level of seniority? | 39 |
| Base: All respondents | |
| D7 Which of the following statements best represents your level of seniority? I have day-to-day management responsibility for... .. | 42 |
| Base: All who have managerial responsibilities | |
| Q1_SUM To what extent, if at all, do you think that the following action is acceptable? - SUMMARY TABLE | 45 |
| Base: All respondents | |
| 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 | 46 |
| Base: All respondents | |
| 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) | 49 |
| Base: All respondents | |
| 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 | 52 |
| Base: All respondents | |
| 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 | 55 |
| Base: All respondents | |
| 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 | 58 |
| Base: All respondents | |
| 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 | 61 |
| Base: All respondents | |
| 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 | 64 |
| Base: All respondents | |
| 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 | 67 |
| Base: All respondents | |
| 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? - Favours family or friends when recruiting or awarding contracts | 70 |
| Base: All respondents | |
| Q2 In your organisation's daily operations, would you say that honesty is practiced...? | 73 |
| Base: All respondents | |
| 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? | 77 |
| Base: All respondents | |

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|---|-----|
| Q4 Which, if any, of the following types of misconduct were you aware of? | 80 |
| Base: All who are aware of legal or ethical violations at work | |
| Q5 Did you raise any of your concerns with management, another appropriate person, or through any other mechanism? | 86 |
| Base: All who are aware of legal or ethical violations at work | |
| Q6 Which of the following, if any, influenced your decision not to raise your concerns? | 89 |
| Base: All who are aware of legal or ethical violations at work, but did not raise their concerns | |
| Q7_SUM Please indicate whether the following statement applies to your organisation or not - SUMMARY TABLE | 95 |
| Base: All respondents | |
| Q7_1 The next few questions relate to the level to which your organisation provides information and assistance with regards to acting ethically. Please indicate whether the following statement applies 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) | 96 |
| Base: All respondents | |
| Q7_2 The next few questions relate to the level to which your organisation provides information and assistance with regards to acting ethically. Please indicate whether the following statement applies 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 | 99 |
| Base: All respondents | |
| Q7_3 The next few questions relate to the level to which your organisation provides information and assistance with regards to acting ethically. Please indicate whether the following statement applies to your organisation or not - My organisation offers advice or an information helpline where I can get advice about behaving ethically at work | 102 |
| Base: All respondents | |
| Q7_4 The next few questions relate to the level to which your organisation provides information and assistance with regards to acting ethically. Please indicate whether the following statement applies to your organisation or not - My organisation provides training on standards of ethical conduct | 105 |
| Base: All respondents | |
| Q8_SUM To what extent do you agree or disagree with the following statement? - SUMMARY TABLE | 108 |
| Base: All respondents | |
| Q8_1 To what extent do you agree or disagree with the following statement? - Overall, my line manager sets a good example of ethical business behaviour | 110 |
| Base: All respondents | |
| Q8_2 To what extent do you agree or disagree with the following statement? - My line manager explains the importance of honesty and ethics in the work we do | 115 |
| Base: All respondents | |
| Q8_3 To what extent do you agree or disagree with the following statement? - My line manager rewards employees who get good results, even if they use practices that are ethically questionable | 120 |
| Base: All respondents | |
| Q8_4 To what extent do you agree or disagree with the following statement? - My line manager supports me in following my organisation's standards of ethical behaviour | 125 |
| Base: All respondents | |
| Q8_5 To what extent do you agree or disagree with the following statement? - My organisation disciplines employees who violate my organisation's ethical standards | 130 |
| Base: All respondents | |
| Q8_6 To what extent do you agree or disagree with the following statement? - My organisation acts responsibly in all its business dealings (with customers, clients, suppliers, etc.) | 135 |
| Base: All respondents | |
| Q8_7 To what extent do you agree or disagree with the following statement? - My organisation lives up to its stated policy of social responsibility | 140 |
| Base: All respondents | |
| Q8_8 To what extent do you agree or disagree with the following statement? - Issues of right and wrong are discussed in staff meetings | 145 |
| Base: All respondents | |
| Q9 Have you felt pressured to compromise your current organisation's standards of ethical conduct? | 150 |
| Base: All respondents | |
| Q10 Which of the following, if any, were the main pressures on you to act unethically? | 153 |
| Base: All who have felt pressured to compromise their organisation's current standards of ethical conduct | |
| Q11 Does your organisation provide incentives to employees to encourage them to live up to the organisation's ethical standards? | 159 |

Online fieldwork: 4th March - 11th March 2015

Prepared by ComRes

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Base: All respondents

Q12 Which of the following incentives, if any, does your organisation provide to encourage employees to live up to its ethical standards? 162

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

Q13_SUM To what extent do you agree or disagree with the following statement? - SUMMARY TABLE 165

Base: All who have managerial responsibilities

Q13_1 To what extent do you agree or disagree with the following statement? - Petty fiddling is inevitable in a modern organisation 167

Base: All who have managerial responsibilities

Q13_2 To what extent do you agree or disagree with the following statement? - If we cracked down on every little fiddle we would soon find we had no staff 172

Base: All who have managerial responsibilities

Q13_3 To what extent do you agree or disagree with the following statement? - If we cracked down on every little fiddle we would soon find we had no suppliers 176

Base: All who have managerial responsibilities

Q13_4 To what extent do you agree or disagree with the following statement? - As long as I come in on time and within budget I am not going to worry about a bit of petty fiddling 181

Base: All who have managerial responsibilities

Q13_5 To what extent do you agree or disagree with the following statement? - There is no real difference between fraud and a bit of expenses fiddling 186

Base: All who have managerial responsibilities

Q13_6 To what extent do you agree or disagree with the following statement? - It is acceptable to artificially increase profits in the books as long as no money is stolen 191

Base: All who have managerial responsibilities

IBE Ethics at Work survey – European research - France

SQ1 Which of the following best describes your current working status? If you have multiple roles, please select the one that you spend most of your time doing.

Base: All respondents

| Significance Level: 90% Significance Level: 95% | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | | |
|---|---|--------|--------|-------|-------|------|---------------|------------|------------|------------|------------|----------------|-----------|------------------------------|----------|-----------|---------------|----------------------------|----------|------|
| | | | | | | | Ile de France | North-east | North-west | South-west | South-east | | | Public and Third/ Volun-tary | | | | | | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | | | | | | Full time | Part time | | Pri-vate | Man-agers | Non-man-agers | Aware | Un-aware | |
| | | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r | |
| | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | |
| | Unweighted Total | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | Weighted Total | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| | Working full time - working 30 hours per week or more | 651 | 360 | 291 | 204 | 358 | 88 | 137 | 186 | 108 | 69 | 151 | 651 | - | 242 | 409 | 231 | 420 | 201 | 450 |
| | 87% | 93% | 80% | 88% | 89% | 77% | 92% | 88% | 85% | 83% | 84% | 100% | - | 91% | 85% | 95% | 83% | 90% | 85% | |
| | B | | E | E | | hiJ | | | | | L | | N | | P | | r | | | |
| Working part time - working between 8 and 29 hours per week | 99 | 26 | 73 | 29 | 44 | 26 | 13 | 24 | 19 | 14 | 29 | - | 99 | 24 | 75 | 13 | 86 | 22 | 77 | |
| 13% | 7% | 20% | 12% | 11% | 23% | 8% | 12% | 15% | 17% | 16% | - | 100% | 9% | 15% | 5% | 17% | 10% | 15% | | |
| | | A | | | | CD | | | f | f | F | | K | | M | | O | | q | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

SQ1 Which of the following best describes your current working status? If you have multiple roles, please select the one that you spend most of your time doing.

Base: All respondents

| | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|---|------------------------------------|-----------|--------------------------|--------|--------------------|---------------|---|---|--|--|
| | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Total | a A | b B | c C | d D | e E | f F | g G | h H | i I | j J |
| Unweighted Total | 750 | 108 642 | 117 633 | | 106 | 644 | 120 | 167 | 157 | 306 |
| Weighted Total | 750 | 109 641 | 117 633 | | 107 | 643 | 121 | 167 | 156 | 305 |
| | 100% | 100% 100% | 100% 100% | | 100% | 100% | 100% | 100% | 100% | 100% |
| Working full time - working 30 hours per week or more | 651 | 98 553 | 103 548 | | 98 | 553 | 109 | 148 | 139 | 255 |
| | 87% | 91% 86% | 88% 87% | | 92% J | 86% | 90% j | 89% | 89% j | 83% |
| Working part time - working between 8 and 29 hours per week | 99 | 10 89 | 14 85 | | 9 | 90 | 12 | 19 | 17 | 51 |
| | 13% | 9% 14% | 12% 13% | | 8% | 14% | 10% | 11% | 11% | 17% |
| | | | | | | | | | | Egi |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

SQ1 Which of the following best describes your current working status? If you have multiple roles, please select the one that you spend most of your time doing.

Base: All respondents

| | Total | EMPLOYEE ETHICS | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|---|-------|-----------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| | | a | b | c | d | e | f | g | h |
| | | A | B | C | D | E | F | G | H |
| Significance Level: 90% | | | | | | | | | |
| Significance Level: 95% | | | | | | | | | |
| Unweighted Total | 750 | 174 | 279 | 88 | 233 | 180 | 56 | 380 | 244 |
| Weighted Total | 750 | 175 | 278 | 88 | 233 | 180 | 56 | 380 | 244 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Working full time - working 30 hours per week or more | 651 | 150 | 246 | 79 | 202 | 159 | 52 | 340 | 209 |
| | 87% | 86% | 88% | 90% | 87% | 88% | 93% | 89% | 86% |
| Working part time - working between 8 and 29 hours per week | 99 | 25 | 32 | 9 | 31 | 21 | 4 | 40 | 35 |
| | 13% | 14% | 12% | 10% | 13% | 12% | 7% | 11% | 14% |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

D1 Gender

Base: All respondents

| Significance Level: 90% Significance Level: 95% | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|--|-------|--------|--------|-------|-------|------|---------------|-------------|-------------|-------------|-------------|----------------|-----------|-------------------------------|-----------|------------|----------------|----------------------------|-----------|
| | | | | | | | | | | | | | | | | | | | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | Ile de France | North -east | North -west | South -west | South -east | Full time | Part time | Public and Third/ Volun -tary | Pri- vate | Man- agers | Non- man agers | Aware | Un- aware |
| | | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r |
| | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| Unweighted Total | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| Weighted Total | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Male | 386 | 386 | - | 113 | 211 | 62 | 79 | 108 | 69 | 36 | 95 | 360 | 26 | 121 | 265 | 163 | 223 | 121 | 265 |
| | 52% | 100% | - | 48% | 53% | 54% | 53% | 51% | 54% | 43% | 53% | 55% | 27% | 46% | 55% | 67% | 44% | 54% | 50% |
| | | B | | | | | | | | | | L | | | M | P | | | |
| Female | 364 | - | 364 | 120 | 191 | 52 | 71 | 102 | 58 | 47 | 85 | 291 | 73 | 145 | 219 | 81 | 283 | 102 | 261 |
| | 48% | - | 100% | 52% | 47% | 46% | 47% | 49% | 46% | 57% | 47% | 45% | 73% | 54% | 45% | 33% | 56% | 46% | 50% |
| | | | A | | | | | | | | | | K | | N | | O | | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

D1 Gender

Base: All respondents

| | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|------------------|---|-----------|-----------------------------|--------|-----------------------|---------------|--|---|---|---|
| | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accommodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Total | a A | b B | c C | d D | e E | f F | g G | h H | i I | j J |
| Unweighted Total | 750 | 108 642 | 117 633 | | 106 | 644 | 120 | 167 | 157 | 306 |
| Weighted Total | 750 | 109 641 | 117 633 | | 107 | 643 | 121 | 167 | 156 | 305 |
| | 100% | 100% 100% | 100% 100% | | 100% | 100% | 100% | 100% | 100% | 100% |
| Male | 386 | 69 317 | 69 317 | | 72 | 314 | 81 | 100 | 86 | 119 |
| | 52% | 63% 49% | 59% 50% | | 67% | 49% | 67% | 60% | 55% | 39% |
| | | B | d | | FIJ | J | FIJ | FJ | J | |
| Female | 364 | 40 324 | 48 315 | | 35 | 329 | 40 | 67 | 70 | 186 |
| | 48% | 37% 51% | 41% 50% | | 33% | 51% | 33% | 40% | 45% | 61% |
| | | A | c | | | EGH | | | EG | EFGHI |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

D1 Gender

Base: All respondents

Significance Level: 90%

Significance Level: 95%

Unweighted Total

Weighted Total

Male

52%

Female

48%

| | EMPLOYEE ETHICS | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|-------|-----------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| Total | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| | a | b | c | d | e | f | g | h |
| | A | B | C | D | E | F | G | H |
| 750 | 174 | 279 | 88 | 233 | 180 | 56 | 380 | 244 |
| 750 | 175 | 278 | 88 | 233 | 180 | 56 | 380 | 244 |
| 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| 386 | 94 | 160 | 49 | 129 | 87 | 35 | 214 | 125 |
| 52% | 54% | 57% | 55% | 55% | 48% | 63% | 56% | 51% |
| 364 | 81 | 119 | 40 | 104 | 93 | 21 | 167 | 119 |
| 48% | 46% | 43% | 45% | 45% | 52% | 37% | 44% | 49% |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

D2 How old are you?

Base: All respondents

| | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|-------------------------|-------|--------|--------|-------|-------|------|---------------|-------------|-------------|-------------|-------------|----------------|-----------|-------------------------------|-----------|------------|-----------------|----------------------------|-----------|
| | | | | | | | | | | | | | | | | | | | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | Ile de France | North -east | North -west | South -west | South -east | Full time | Part time | Public and Third/ Volun -tary | Pri- vate | Man- agers | Non- man- agers | Aware | Un- aware |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| Unweighted Total | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| Weighted Total | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| 16 - 24 | 63 | 26 | 37 | 63 | - | - | 10 | 14 | 4 | 12 | 23 | 54 | 9 | 25 | 38 | 13 | 50 | 18 | 45 |
| | 8% | 7% | 10% | 27% | - | - | 6% | 7% | 3% | 14% | 13% | 8% | 9% | 9% | 8% | 5% | 10% | 8% | 9% |
| | | | | DE | | | | | | FGH | fGH | | | | | | O | | |
| 25 - 34 | 170 | 86 | 84 | 170 | - | - | 35 | 50 | 31 | 18 | 37 | 150 | 20 | 54 | 117 | 50 | 121 | 53 | 117 |
| | 23% | 22% | 23% | 73% | - | - | 23% | 24% | 24% | 21% | 21% | 23% | 20% | 20% | 24% | 20% | 24% | 24% | 22% |
| | | | | DE | | | | | | | | | | | | | | | |
| 35 - 44 | 199 | 108 | 91 | - | 199 | - | 47 | 58 | 40 | 16 | 39 | 185 | 14 | 77 | 122 | 74 | 125 | 72 | 127 |
| | 26% | 28% | 25% | - | 49% | - | 31% | 28% | 31% | 19% | 22% | 28% | 14% | 29% | 25% | 30% | 25% | 32% | 24% |
| | | | | | CE | | Ij | | Ij | | | L | | | | | | R | |
| 45 - 54 | 203 | 103 | 100 | - | 203 | - | 41 | 57 | 31 | 22 | 52 | 173 | 30 | 73 | 130 | 67 | 136 | 50 | 153 |
| | 27% | 27% | 28% | - | 51% | - | 27% | 27% | 24% | 26% | 29% | 27% | 30% | 27% | 27% | 27% | 27% | 22% | 29% |
| | | | | | CE | | | | | | | | | | | | | q | |
| 55 - 64 | 113 | 62 | 50 | - | - | 113 | 18 | 30 | 20 | 16 | 29 | 87 | 25 | 37 | 76 | 41 | 72 | 31 | 82 |
| | 15% | 16% | 14% | - | - | 98% | 12% | 14% | 16% | 19% | 16% | 13% | 25% | 14% | 16% | 17% | 14% | 14% | 16% |
| | | | | | | CD | | | | | | | K | | | | | | |
| 65+ | 2 | - | 2 | - | - | 2 | - | 1 | 1 | - | - | 1 | 1 | 1 | 1 | - | 2 | - | 2 |
| | * | - | 1% | - | - | 2% | - | * | 1% | - | - | * | 1% | * | * | - | * | - | * |
| | | | | | | CD | | | | | | | | | | | | | |
| NETS | | | | | | | | | | | | | | | | | | | |
| Net: 16-34 | 233 | 113 | 120 | 233 | - | - | 45 | 64 | 35 | 29 | 60 | 204 | 29 | 79 | 154 | 63 | 170 | 71 | 162 |
| | 31% | 29% | 33% | 100% | - | - | 30% | 31% | 27% | 36% | 33% | 31% | 29% | 30% | 32% | 26% | 34% | 32% | 31% |
| | | | | DE | | | | | | | | | | | | | O | | |
| Net: 35-54 | 402 | 211 | 191 | - | 402 | - | 88 | 115 | 71 | 37 | 91 | 358 | 44 | 150 | 252 | 140 | 262 | 122 | 280 |
| | 54% | 55% | 52% | - | 100% | - | 58% | 55% | 56% | 45% | 51% | 55% | 44% | 56% | 52% | 58% | 52% | 55% | 53% |
| | | | | | CE | | i | | | | | L | | | | | | | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

D2 How old are you?

Base: All respondents

Significance Level: 90%

Significance Level: 95%

Unweighted Total

Weighted Total

Net: 55+

| | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|-------|--------|--------|-------|-------|------------|---------------|-------------|-------------|-------------|-------------|----------------|-----------|---------------------------------|-----------|-----------|---------------|----------------------------|-----------|
| | | | | | | | | | | | | | Public and Third/ Volun-tary | | | | | |
| Total | Male | Female | 16-34 | 35-54 | 55+ | Ile de France | North -east | North -west | South -west | South -east | Full time | Part time | | Pri- vate | Man-agers | Non-man-agers | Aware | Un- aware |
| | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r |
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| 115 | 62 | 52 | - | - | 115 | 18 | 31 | 21 | 16 | 29 | 88 | 26 | 38 | 77 | 41 | 74 | 31 | 84 |
| 15% | 16% | 14% | - | - | 100% CD | 12% | 15% | 17% | 19% | 16% | 14% | 27% K | 14% | 16% | 17% | 15% | 14% | 16% |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

D2 How old are you?

Base: All respondents

| | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|------------------|---|--------|-----------------------------|----------|-----------------------|---------------|--|---|---|---|
| | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accommodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Total | a A | b B | c C | d D | e E | f F | g G | h H | i I | j J |
| Unweighted Total | 750 | 108 | 642 | 117 | 633 | 106 | 644 | 120 | 167 | 306 |
| Weighted Total | 750 | 109 | 641 | 117 | 633 | 107 | 643 | 121 | 167 | 305 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| 16 - 24 | 63 | 8 | 55 | 12 | 51 | 7 | 56 | 9 | 20 | 20 |
| | 8% | 7% | 9% | 10% | 8% | 7% | 9% | 7% | 12% J | 7% |
| 25 - 34 | 170 | 21 | 149 | 29 | 141 | 22 | 148 | 25 | 41 | 63 |
| | 23% | 19% | 23% | 25% | 22% | 21% | 23% | 21% | 24% | 21% |
| 35 - 44 | 199 | 33 | 166 | 29 | 170 | 31 | 168 | 34 | 39 | 84 |
| | 26% | 30% | 26% | 25% | 27% | 29% | 26% | 28% | 23% | 28% |
| 45 - 54 | 203 | 25 | 178 | 22 | 181 | 25 | 178 | 28 | 44 | 92 |
| | 27% | 23% | 28% | 19% | 29% C | 24% | 28% | 23% | 27% | 30% |
| 55 - 64 | 113 | 21 | 91 | 25 | 87 | 22 | 91 | 25 | 22 | 46 |
| | 15% | 20% | 14% | 22% D | 14% | 20% | 14% | 20% fi | 13% | 15% |
| 65+ | 2 | - | 2 | - | 2 | - | 2 | - | 1 | 1 |
| | * | - | * | - | * | - | * | - | 1% J | * |
| NETS | | | | | | | | | | |
| Net: 16-34 | 233 | 29 | 204 | 41 | 192 | 29 | 204 | 34 | 61 | 83 |
| | 31% | 27% | 32% | 35% | 30% | 27% | 32% | 28% | 36% J | 27% j |
| Net: 35-54 | 402 | 58 | 344 | 51 | 351 | 56 | 346 | 62 | 83 | 176 |
| | 54% | 53% | 54% | 43% | 55% C | 53% | 54% | 52% | 50% | 58% h |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

D2 How old are you?

Base: All respondents

| | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|------------------|---|-----------|-----------------------------|----|-----------------------|---------------|--|---|---|---|
| | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accommodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Total | a | b | c | d | e | f | g | h | i | j |
| | A | B | C | D | E | F | G | H | I | J |
| Unweighted Total | 750 | 108 642 | 117 633 | | 106 | 644 | 120 | 167 | 157 | 306 |
| Weighted Total | 750 | 109 641 | 117 633 | | 107 | 643 | 121 | 167 | 156 | 305 |
| | 100% | 100% 100% | 100% 100% | | 100% | 100% | 100% | 100% | 100% | 100% |
| Net: 55+ | 115 | 21 93 | 25 89 | | 22 | 93 | 25 | 23 | 20 | 47 |
| | 15% | 20% 15% | 22% 14% | D | 20% | 14% | 20% | 14% | 13% | 15% |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

D2 How old are you?

Base: All respondents

| | EMPLOYEE ETHICS | | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|-------------------------|-----------------|----------------|-----------------|--------------------------|----------------------------|-----------------------|-------------------|------------|------------|
| | Total | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | a | b | c | d | e | f | g | h |
| Significance Level: 95% | | A | B | C | D | E | F | G | H |
| Unweighted Total | 750 | 174 | 279 | 88 | 233 | 180 | 56 | 380 | 244 |
| Weighted Total | 750 | 175 | 278 | 88 | 233 | 180 | 56 | 380 | 244 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| 16 - 24 | 63 8% | 4 2% | 31 11% A | 6 7% | 16 7% | 13 7% | 6 11% | 35 9% | 14 6% |
| 25 - 34 | 170 23% | 37 21% | 77 28% | 24 27% | 52 22% | 45 25% | 12 22% | 88 23% | 53 22% |
| 35 - 44 | 199 26% | 40 23% | 87 31% a | 19 22% | 47 20% | 56 31% D | 15 26% | 96 25% | 67 27% |
| 45 - 54 | 203 27% | 57 33% B | 59 21% | 27 31% e | 74 32% E | 38 21% | 13 23% | 100 26% | 70 29% |
| 55 - 64 | 113 15% | 36 20% B | 24 9% | 12 14% | 44 19% | 29 16% | 10 18% | 60 16% | 40 16% |
| 65+ | 2 * | 1 1% | - - | - - | 1 * | - - | - - | 1 * | 1 * |
| NETS | | | | | | | | | |
| Net: 16-34 | 233 31% | 41 23% | 108 39% A | 30 34% | 68 29% | 58 32% | 18 32% | 123 32% | 67 27% |
| Net: 35-54 | 402 54% | 97 56% | 146 53% | 46 52% | 121 52% | 94 52% | 28 50% | 197 52% | 137 56% |
| Net: 55+ | 115 15% | 37 21% B | 24 9% | 12 14% | 45 19% | 29 16% | 10 18% | 61 16% | 41 17% |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

D3 In which area do you live?

Base: All respondents

| | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|-------------------------|-------|--------|--------|-------|-------|------|---------------|-------------|-------------|-------------|-------------|----------------|-----------|-------------------------------|-----------|------------|----------------|----------------------------|-----------|
| | | | | | | | | | | | | | | Public and Third/ Volun- tary | | | | | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | Ile de France | North -east | North -west | South -west | South -east | Full time | Part time | | Pri- vate | Man- agers | Non- man agers | Aware | Un- aware |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| Unweighted Total | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| Weighted Total | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Ile de France | 150 | 79 | 71 | 45 | 88 | 18 | 150 | - | - | - | - | 137 | 13 | 49 | 101 | 72 | 78 | 40 | 110 |
| | 20% | 21% | 19% | 19% | 22% | 15% | 100% | - | - | - | - | 21% | 13% | 18% | 21% | 30% | 15% | 18% | 21% |
| | | | | | | | GHIJ | | | | | I | | | | P | | | |
| Champagne-Ardenne | 15 | 7 | 8 | 4 | 9 | 2 | - | 15 | - | - | - | 14 | 1 | 8 | 7 | 4 | 11 | 3 | 12 |
| | 2% | 2% | 2% | 2% | 2% | 2% | - | 7% | - | - | - | 2% | 1% | 3% | 1% | 2% | 2% | 1% | 2% |
| | | | | | | | | FHIJ | | | | | | | | | | | |
| Picardie | 21 | 7 | 14 | 8 | 11 | 2 | - | 21 | - | - | - | 18 | 3 | 3 | 18 | 2 | 19 | 7 | 14 |
| | 3% | 2% | 4% | 3% | 3% | 2% | - | 10% | - | - | - | 3% | 3% | 1% | 4% | 1% | 4% | 3% | 3% |
| | | | a | | | | | FHIJ | | | | | | | M | | O | | |
| Haute-Normandie | 21 | 9 | 12 | 7 | 8 | 6 | - | - | 21 | - | - | 17 | 4 | 12 | 9 | 7 | 14 | 4 | 17 |
| | 3% | 2% | 3% | 3% | 2% | 5% | - | - | 17% | - | - | 3% | 4% | 5% | 2% | 3% | 3% | 2% | 3% |
| | | | | | | d | | | FGIJ | | | | | N | | | | | |
| Centre | 29 | 16 | 13 | 8 | 20 | 1 | - | - | 29 | - | - | 25 | 4 | 12 | 17 | 8 | 21 | 10 | 19 |
| | 4% | 4% | 4% | 3% | 5% | 1% | - | - | 23% | - | - | 4% | 4% | 4% | 4% | 3% | 4% | 4% | 4% |
| | | | | | | e | | | FGIJ | | | | | | | | | | |
| Bausse-Normandie | 17 | 10 | 7 | 3 | 10 | 4 | - | - | 17 | - | - | 14 | 3 | 5 | 12 | 4 | 13 | 5 | 12 |
| | 2% | 3% | 2% | 1% | 2% | 4% | - | - | 13% | - | - | 2% | 3% | 2% | 2% | 2% | 3% | 2% | 2% |
| | | | | | | | | | FGIJ | | | | | | | | | | |
| Bourgogne | 19 | 10 | 9 | 4 | 10 | 5 | - | 19 | - | - | - | 15 | 4 | 8 | 11 | 4 | 15 | 7 | 12 |
| | 3% | 3% | 3% | 2% | 3% | 4% | - | 9% | - | - | - | 2% | 4% | 3% | 2% | 2% | 3% | 3% | 2% |
| | | | | | | | | FHIJ | | | | | | | | | | | |
| Nord - Pas-de-Calais | 45 | 26 | 19 | 15 | 25 | 4 | - | 45 | - | - | - | 40 | 5 | 23 | 21 | 14 | 31 | 12 | 33 |
| | 6% | 7% | 5% | 7% | 6% | 4% | - | 21% | - | - | - | 6% | 5% | 9% | 4% | 6% | 6% | 5% | 6% |
| | | | | | | | | FHIJ | | | | | | N | | | | | |
| Lorraine | 28 | 14 | 13 | 8 | 12 | 7 | - | 28 | - | - | - | 27 | 1 | 14 | 13 | 7 | 20 | 11 | 16 |
| | 4% | 4% | 4% | 3% | 3% | 6% | - | 13% | - | - | - | 4% | 1% | 5% | 3% | 3% | 4% | 5% | 3% |
| | | | | | | | | FHIJ | | | | | | n | | | | | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

D3 In which area do you live?

Base: All respondents

| | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|-------------------------|-------|--------|--------|-------|-------|------|---------------|-------------|-------------|-------------|-------------|----------------|-----------|-------------------------------|-----------|------------|----------------|----------------------------|-----------|
| | | | | | | | | | | | | | | | | | | | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | Ile de France | North -east | North -west | South -west | South -east | Full time | Part time | Public and Third/ Volun -tary | Pri- vate | Man- agers | Non- man agers | Aware | Un- aware |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| Unweighted Total | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| Weighted Total | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Alsace | 24 | 15 | 9 | 7 | 14 | 3 | - | 24 | - | - | - | 22 | 2 | 5 | 19 | 8 | 16 | 14 | 10 |
| | 3% | 4% | 3% | 3% | 4% | 3% | - | 12% | - | - | - | 3% | 2% | 2% | 4% | 3% | 3% | 6% | 2% |
| | | | | | | | FHIJ | | | | | | | | | | | R | |
| Franche-Comte | 12 | 8 | 4 | 2 | 6 | 4 | - | 12 | - | - | - | 12 | - | 6 | 6 | 4 | 8 | 3 | 9 |
| | 2% | 2% | 1% | 1% | 2% | 4% | - | 6% | - | - | - | 2% | - | 2% | 1% | 2% | 2% | 1% | 2% |
| | | | | | | c | FHIJ | | | | | | | | | | | | |
| Pays de la Loire | 45 | 19 | 25 | 15 | 26 | 3 | - | 45 | - | - | - | 37 | 8 | 19 | 25 | 8 | 37 | 16 | 29 |
| | 6% | 5% | 7% | 7% | 7% | 3% | - | 21% | - | - | - | 6% | 8% | 7% | 5% | 3% | 7% | 7% | 5% |
| | | | | | | | FHIJ | | | | | | | | | | O | | |
| Bretagne | 39 | 19 | 20 | 12 | 22 | 5 | - | - | 39 | - | - | 34 | 5 | 11 | 28 | 16 | 23 | 12 | 27 |
| | 5% | 5% | 5% | 5% | 5% | 4% | - | - | 31% | - | - | 5% | 5% | 4% | 6% | 7% | 5% | 5% | 5% |
| | | | | | | | FGIJ | | | | | | | | | | | | |
| Poitou-Charentes | 21 | 14 | 7 | 5 | 11 | 5 | - | - | 21 | - | - | 18 | 3 | 2 | 19 | 9 | 12 | 6 | 15 |
| | 3% | 4% | 2% | 2% | 3% | 4% | - | - | 17% | - | - | 3% | 3% | 1% | 4% | 4% | 2% | 3% | 3% |
| | | | | | | | FGIJ | | | | | | | | M | | | | |
| Aquitaine | 38 | 16 | 22 | 14 | 19 | 6 | - | - | - | 38 | - | 31 | 7 | 10 | 28 | 11 | 27 | 11 | 28 |
| | 5% | 4% | 6% | 6% | 5% | 5% | - | - | - | 46% | - | 5% | 7% | 4% | 6% | 4% | 5% | 5% | 5% |
| | | | | | | | FGHJ | | | | | | | | | | | | |
| Midi-Pyrenees | 35 | 14 | 22 | 13 | 16 | 7 | - | - | - | 35 | - | 31 | 4 | 16 | 20 | 9 | 26 | 10 | 26 |
| | 5% | 4% | 6% | 5% | 4% | 6% | - | - | - | 43% | - | 5% | 4% | 6% | 4% | 4% | 5% | 4% | 5% |
| | | | | | | | FGHJ | | | | | | | | | | | | |
| Limousin | 9 | 6 | 3 | 3 | 3 | 3 | - | - | - | 9 | - | 6 | 3 | 1 | 8 | 2 | 7 | 3 | 6 |
| | 1% | 2% | 1% | 1% | 1% | 3% | - | - | - | 11% | - | 1% | 3% | * | 2% | 1% | 1% | 1% | 1% |
| | | | | | | d | FGHJ | | | | | | k | | | | | | |
| Rhone-Alpes | 78 | 38 | 41 | 29 | 41 | 8 | - | - | - | - | 78 | 64 | 14 | 30 | 48 | 19 | 59 | 22 | 56 |
| | 10% | 10% | 11% | 12% | 10% | 7% | - | - | - | - | 44% | 10% | 14% | 11% | 10% | 8% | 12% | 10% | 11% |
| | | | | | | | FGHI | | | | | | | | | | | | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

D3 In which area do you live?

Base: All respondents

| | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|----------------------------|-------|--------|--------|-------|-------|------|---------------|------------|------------|------------|------------|----------------|-----------|---------------------------------|--------------|-----------|---------------|----------------------------|----------|
| | | | | | | | | | | | | | | Public and Third/ Volun-tary | Pri- vate | | | | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | Ile de France | North-east | North-west | South-west | South-east | Full time | Part time | | | Man-agers | Non-man-agers | Aware | Un-aware |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| Unweighted Total | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| Weighted Total | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Auvergne | 15 | 7 | 8 | 2 | 8 | 5 | - | - | - | - | 15 | 15 | - | 5 | 10 | 5 | 10 | 3 | 12 |
| | 2% | 2% | 2% | 1% | 2% | 4% | - | - | - | - | 8% | 2% | - | 2% | 2% | 2% | 2% | 1% | 2% |
| | | | | | | C | | | | | FGHI | | | | | | | | |
| Languedoc-Roussillon | 27 | 18 | 9 | 10 | 10 | 7 | - | - | - | - | 27 | 23 | 4 | 8 | 19 | 14 | 13 | 10 | 17 |
| | 4% | 5% | 2% | 4% | 3% | 6% | - | - | - | - | 15% | 4% | 4% | 3% | 4% | 6% | 3% | 5% | 3% |
| | | | b | | | d | | | | | FGHI | | | | | P | | | |
| Provence-Alpes-Cote d'Azur | 57 | 30 | 27 | 19 | 31 | 7 | - | - | - | - | 57 | 46 | 11 | 18 | 39 | 14 | 43 | 11 | 46 |
| | 8% | 8% | 7% | 8% | 8% | 6% | - | - | - | - | 32% | 7% | 11% | 7% | 8% | 6% | 9% | 5% | 9% |
| | | | | | | | | | | | FGHI | | | | | | | | q |
| Corse | 2 | 1 | 1 | - | 1 | 1 | - | - | - | - | 2 | 2 | - | - | 2 | 1 | 1 | 2 | - |
| | * | * | * | - | * | 1% | - | - | - | - | 1% | * | - | - | * | * | * | 1% | - |
| | | | | | | | | | | | | | | | | | | R | |
| NETS | | | | | | | | | | | | | | | | | | | |
| Net: Ile de France | 150 | 79 | 71 | 45 | 88 | 18 | 150 | - | - | - | - | 137 | 13 | 49 | 101 | 72 | 78 | 40 | 110 |
| | 20% | 21% | 19% | 19% | 22% | 15% | 100% | - | - | - | - | 21% | 13% | 18% | 21% | 30% | 15% | 18% | 21% |
| | | | | | | | GHIJ | | | | | I | | | | P | | | |
| Net: Northeast | 210 | 108 | 102 | 64 | 115 | 31 | - | 210 | - | - | - | 186 | 24 | 88 | 122 | 52 | 158 | 74 | 136 |
| | 28% | 28% | 28% | 27% | 29% | 27% | - | 100% | - | - | - | 29% | 25% | 33% | 25% | 21% | 31% | 33% | 26% |
| | | | | | | | | FHIJ | | | | | | N | | O | | R | |
| Net: Northwest | 127 | 69 | 58 | 35 | 71 | 21 | - | - | 127 | - | - | 108 | 19 | 42 | 85 | 44 | 83 | 37 | 90 |
| | 17% | 18% | 16% | 15% | 18% | 19% | - | - | 100% | - | - | 17% | 19% | 16% | 18% | 18% | 16% | 17% | 17% |
| | | | | | | | | | FGIJ | | | | | | | | | | |
| Net: Southwest | 83 | 36 | 47 | 29 | 37 | 16 | - | - | - | 83 | - | 69 | 14 | 26 | 56 | 22 | 61 | 24 | 59 |
| | 11% | 9% | 13% | 13% | 9% | 14% | - | - | - | 100% | - | 11% | 14% | 10% | 12% | 9% | 12% | 11% | 11% |
| | | | | | | | | | | FGHJ | | | | | | | | | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

D3 In which area do you live?

Base: All respondents

| Significance Level: 90% Significance Level: 95% | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|--|-------|--------|--------|-------|-------|------|---------------|------------|------------|------------|------------|----------------|-----------|------------------------------|----------|-----------|---------------|----------------------------|----------|
| | | | | | | | Ile de France | North-east | North-west | South-west | South-east | | | Public and Third/ Volun-tary | | | | | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | | | | | | Full time | Part time | | Pri-vate | Man-agers | Non-man-agers | Aware | Un-aware |
| | | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r |
| | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| Unweighted Total | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| Weighted Total | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Net: Southeast | 180 | 95 | 85 | 60 | 91 | 29 | - | - | - | - | 180 | 151 | 29 | 61 | 119 | 53 | 127 | 48 | 132 |
| | 24% | 24% | 23% | 26% | 23% | 25% | - | - | - | - | 100% | 23% | 29% | 23% | 25% | 22% | 25% | 22% | 25% |
| | | | | | | | | | | | FGHI | | | | | | | | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

D3 In which area do you live?

Base: All respondents

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|-------------------------|-------|---|------|-----------------------------|------|-----------------------|---------------|--|--|---|---|
| | | | | | | | | | | | |
| | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J |
| Unweighted Total | 750 | 108 | 642 | 117 | 633 | 106 | 644 | 120 | 167 | 157 | 306 |
| Weighted Total | 750 | 109 | 641 | 117 | 633 | 107 | 643 | 121 | 167 | 156 | 305 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Ile de France | 150 | 18 | 132 | 24 | 126 | 8 | 142 | 13 | 37 | 44 | 56 |
| | 20% | 16% | 21% | 21% | 20% | 7% | 22% | 11% | 22% | 28% | 18% |
| | | | | | | | EG | | EG | EGJ | EG |
| Champagne-Ardenne | 15 | 3 | 12 | 2 | 13 | 3 | 12 | 3 | 5 | 1 | 6 |
| | 2% | 3% | 2% | 2% | 2% | 3% | 2% | 3% | 3% | 1% | 2% |
| Picardie | 21 | 2 | 19 | 4 | 17 | 4 | 17 | 4 | 7 | 4 | 6 |
| | 3% | 2% | 3% | 3% | 3% | 4% | 3% | 3% | 4% | 3% | 2% |
| Haute-Normandie | 21 | 4 | 17 | 3 | 18 | 3 | 18 | 4 | 2 | 3 | 12 |
| | 3% | 4% | 3% | 3% | 3% | 3% | 3% | 3% | 1% | 2% | 4% |
| | | | | | | | | | | | h |
| Centre | 29 | 6 | 23 | 6 | 23 | 4 | 25 | 4 | 5 | 3 | 17 |
| | 4% | 6% | 4% | 5% | 4% | 4% | 4% | 3% | 3% | 2% | 6% |
| | | | | | | | | | | | i |
| Bausse-Normandie | 17 | - | 17 | 3 | 14 | 5 | 12 | 6 | 2 | 4 | 5 |
| | 2% | - | 3% | 3% | 2% | 5% | 2% | 5% | 1% | 3% | 2% |
| | | | a | | | fhj | | Fhj | | | |
| Bourgogne | 19 | 1 | 18 | 3 | 16 | 6 | 13 | 7 | 4 | 2 | 6 |
| | 3% | 1% | 3% | 3% | 3% | 6% | 2% | 6% | 2% | 1% | 2% |
| | | | | | | FIJ | | FIJ | | | |
| Nord - Pas-de-Calais | 45 | 6 | 39 | 5 | 40 | 7 | 38 | 7 | 10 | 2 | 25 |
| | 6% | 6% | 6% | 4% | 6% | 7% | 6% | 6% | 6% | 1% | 8% |
| | | | | | | I | I | I | I | | I |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

D3 In which area do you live?

Base: All respondents

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|-------------------------|-------|---|------|-----------------------------|------|-----------------------|---------------|--|--|---|---|
| | | | | | | | | | | | |
| | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J |
| Unweighted Total | 750 | 108 | 642 | 117 | 633 | 106 | 644 | 120 | 167 | 157 | 306 |
| Weighted Total | 750 | 109 | 641 | 117 | 633 | 107 | 643 | 121 | 167 | 156 | 305 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Lorraine | 28 | 6 | 21 | 6 | 21 | 3 | 24 | 3 | 9 | 2 | 13 |
| | 4% | 6% | 3% | 5% | 3% | 3% | 4% | 3% | 5% | 1% | 4% |
| | | | | | | | | | I | | i |
| Alsace | 24 | 7 | 17 | 2 | 22 | 7 | 17 | 7 | 7 | 8 | 2 |
| | 3% | 7% | 3% | 2% | 4% | 7% | 3% | 6% | 4% | 5% | 1% |
| | | B | | | | FJ | J | fJ | J | J | |
| Franche-Comte | 12 | 3 | 9 | 1 | 11 | - | 12 | - | 5 | - | 7 |
| | 2% | 3% | 1% | 1% | 2% | - | 2% | - | 3% | - | 2% |
| | | | | | | | i | | egI | | gi |
| Pays de la Loire | 45 | 5 | 40 | 7 | 38 | 9 | 36 | 10 | 4 | 12 | 18 |
| | 6% | 5% | 6% | 6% | 6% | 9% | 6% | 8% | 2% | 8% | 6% |
| | | | | | | H | h | H | | H | h |
| Bretagne | 39 | 5 | 34 | 8 | 31 | 5 | 34 | 5 | 6 | 12 | 16 |
| | 5% | 5% | 5% | 7% | 5% | 5% | 5% | 4% | 4% | 8% | 5% |
| Poitou-Charentes | 21 | 4 | 17 | 4 | 17 | 4 | 17 | 5 | 7 | 6 | 3 |
| | 3% | 4% | 3% | 3% | 3% | 4% | 3% | 4% | 4% | 4% | 1% |
| | | | | | | j | j | J | J | J | |
| Aquitaine | 38 | 5 | 33 | 6 | 32 | 8 | 30 | 8 | 5 | 8 | 18 |
| | 5% | 5% | 5% | 5% | 5% | 7% | 5% | 6% | 3% | 5% | 6% |
| | | | | | | h | | | | | |
| Midi-Pyrenees | 35 | 4 | 31 | 5 | 30 | 1 | 34 | 2 | 6 | 9 | 19 |
| | 5% | 4% | 5% | 4% | 5% | 1% | 5% | 2% | 4% | 6% | 6% |
| | | | | | | | Eg | | | Eg | Eg |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

D3 In which area do you live?

Base: All respondents

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|----------------------------|-------|---|------|-----------------------------|------|-----------------------|---------------|--|--|---|---|
| | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J |
| Unweighted Total | 750 | 108 | 642 | 117 | 633 | 106 | 644 | 120 | 167 | 157 | 306 |
| Weighted Total | 750 | 109 | 641 | 117 | 633 | 107 | 643 | 121 | 167 | 156 | 305 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Limousin | 9 | 1 | 8 | - | 9 | - | 9 | - | 4 | 3 | 2 |
| | 1% | 1% | 1% | - | 1% | - | 1% | - | 2% | 2% | 1% |
| | | | | | | | | | g | | |
| Rhone-Alpes | 78 | 10 | 68 | 9 | 69 | 11 | 67 | 12 | 15 | 16 | 35 |
| | 10% | 9% | 11% | 8% | 11% | 10% | 10% | 10% | 9% | 10% | 11% |
| Auvergne | 15 | 3 | 12 | 3 | 12 | 3 | 12 | 3 | 5 | - | 7 |
| | 2% | 3% | 2% | 3% | 2% | 3% | 2% | 3% | 3% | - | 2% |
| | | | | | | I | i | I | I | | i |
| Languedoc-Roussillon | 27 | 7 | 20 | 4 | 23 | 7 | 20 | 8 | 5 | 6 | 8 |
| | 4% | 7% | 3% | 3% | 4% | 7% | 3% | 7% | 3% | 4% | 3% |
| | | b | | | | fj | | fJ | | | |
| Provence-Alpes-Cote d'Azur | 57 | 8 | 49 | 10 | 47 | 8 | 49 | 9 | 15 | 10 | 23 |
| | 8% | 7% | 8% | 9% | 7% | 8% | 8% | 8% | 9% | 6% | 8% |
| Corse | 2 | - | 2 | 1 | 1 | - | 2 | - | 1 | 1 | - |
| | * | - | * | 1% | * | - | * | - | 1% | 1% | - |
| NETS | | | | | | | | | | | |
| Net: Ile de France | 150 | 18 | 132 | 24 | 126 | 8 | 142 | 13 | 37 | 44 | 56 |
| | 20% | 16% | 21% | 21% | 20% | 7% | 22% | 11% | 22% | 28% | 18% |
| | | | | | | | EG | | EG | EGJ | EG |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

D3 In which area do you live?

Base: All respondents

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|-------------------------|-------|---|------|-----------------------------|------|-----------------------|---------------|--|--|---|---|
| | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J |
| Unweighted Total | 750 | 108 | 642 | 117 | 633 | 106 | 644 | 120 | 167 | 157 | 306 |
| Weighted Total | 750 | 109 | 641 | 117 | 633 | 107 | 643 | 121 | 167 | 156 | 305 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Net: Northeast | 210 | 34 | 176 | 31 | 179 | 40 | 170 | 42 | 52 | 32 | 84 |
| | 28% | 31% | 27% | 26% | 28% | 37% | 26% | 35% | 31% | 20% | 28% |
| | | | | | | Flj | | fl | I | | i |
| Net: Northwest | 127 | 19 | 108 | 24 | 103 | 21 | 106 | 24 | 22 | 28 | 53 |
| | 17% | 18% | 17% | 21% | 16% | 20% | 17% | 20% | 13% | 18% | 17% |
| Net: Southwest | 83 | 10 | 73 | 11 | 72 | 9 | 74 | 10 | 15 | 20 | 38 |
| | 11% | 9% | 11% | 9% | 11% | 8% | 11% | 8% | 9% | 13% | 13% |
| Net: Southeast | 180 | 28 | 152 | 27 | 153 | 29 | 151 | 32 | 41 | 33 | 73 |
| | 24% | 26% | 24% | 23% | 24% | 27% | 23% | 27% | 25% | 21% | 24% |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

D3 In which area do you live?

Base: All respondents

| | Total | EMPLOYEE ETHICS | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|-------------------------|-------|-----------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | a | b | c | d | e | f | g | h |
| Significance Level: 95% | | A | B | C | D | E | F | G | H |
| Unweighted Total | 750 | 174 | 279 | 88 | 233 | 180 | 56 | 380 | 244 |
| Weighted Total | 750 | 175 | 278 | 88 | 233 | 180 | 56 | 380 | 244 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Ile de France | 150 | 26 | 74 | 19 | 51 | 31 | 20 | 81 | 47 |
| | 20% | 15% | 27% | 21% | 22% | 17% | 35% | 21% | 19% |
| | | | A | | | | GH | | |
| Champagne-Ardenne | 15 | 4 | 6 | 2 | 5 | 2 | 1 | 8 | 4 |
| | 2% | 2% | 2% | 2% | 2% | 1% | 2% | 2% | 2% |
| Picardie | 21 | 5 | 8 | 6 | 9 | 5 | 2 | 9 | 5 |
| | 3% | 3% | 3% | 7% | 4% | 3% | 4% | 2% | 2% |
| Haute-Normandie | 21 | 4 | 6 | - | 5 | 5 | 1 | 11 | 4 |
| | 3% | 2% | 2% | - | 2% | 3% | 2% | 3% | 2% |
| Centre | 29 | 6 | 12 | 2 | 10 | 5 | 4 | 15 | 11 |
| | 4% | 3% | 4% | 2% | 4% | 3% | 7% | 4% | 5% |
| Bausse-Normandie | 17 | 5 | 3 | 1 | 3 | 9 | - | 7 | 6 |
| | 2% | 3% | 1% | 1% | 1% | 5% | - | 2% | 2% |
| | | | | | D | | | | |
| Bourgogne | 19 | 5 | 7 | 1 | 6 | 6 | - | 8 | 6 |
| | 3% | 3% | 3% | 1% | 3% | 3% | - | 2% | 3% |
| Nord - Pas-de-Calais | 45 | 9 | 18 | 5 | 10 | 12 | 4 | 22 | 18 |
| | 6% | 5% | 7% | 6% | 4% | 7% | 7% | 6% | 8% |
| Lorraine | 28 | 10 | 10 | 4 | 7 | 8 | 3 | 17 | 7 |
| | 4% | 6% | 4% | 5% | 3% | 5% | 5% | 5% | 3% |
| Alsace | 24 | 3 | 14 | 2 | 9 | 5 | - | 17 | 7 |
| | 3% | 2% | 5% | 2% | 4% | 3% | - | 5% | 3% |
| | | | a | | | | | | |
| Franche-Comte | 12 | 4 | 4 | 2 | 4 | 3 | 2 | 6 | 4 |
| | 2% | 2% | 1% | 2% | 2% | 2% | 4% | 2% | 2% |
| Pays de la Loire | 45 | 13 | 7 | 4 | 11 | 10 | 5 | 23 | 12 |
| | 6% | 8% | 3% | 5% | 5% | 6% | 9% | 6% | 5% |
| | | B | | | | | | | |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

D3 In which area do you live?

Base: All respondents

| | EMPLOYEE ETHICS | | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|----------------------------|-----------------|--------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | Total | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | a | b | c | d | e | f | g | h |
| Significance Level: 95% | | A | B | C | D | E | F | G | H |
| Unweighted Total | 750 | 174 | 279 | 88 | 233 | 180 | 56 | 380 | 244 |
| Weighted Total | 750 | 175 | 278 | 88 | 233 | 180 | 56 | 380 | 244 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Bretagne | 39 | 13 | 8 | 10 | 15 | 9 | 5 | 18 | 13 |
| | 5% | 7% | 3% | 11% | 6% | 5% | 9% | 5% | 5% |
| | | B | | e | | | | | |
| Poitou-Charentes | 21 | 10 | 3 | 4 | 6 | 6 | - | 11 | 6 |
| | 3% | 6% | 1% | 5% | 3% | 3% | - | 3% | 2% |
| | | B | | | | | | | |
| Aquitaine | 38 | 9 | 20 | 2 | 10 | 8 | 1 | 20 | 12 |
| | 5% | 5% | 7% | 2% | 4% | 4% | 2% | 5% | 5% |
| Midi-Pyrenees | 35 | 11 | 10 | 3 | 17 | 9 | 1 | 17 | 14 |
| | 5% | 6% | 4% | 3% | 7% | 5% | 2% | 4% | 6% |
| Limousin | 9 | 2 | 1 | - | 1 | 1 | - | 2 | 5 |
| | 1% | 1% | * | - | * | 1% | - | 1% | 2% |
| | | | | | | | | | g |
| Rhone-Alpes | 78 | 14 | 29 | 8 | 20 | 20 | 2 | 40 | 27 |
| | 10% | 8% | 10% | 9% | 9% | 11% | 4% | 11% | 11% |
| | | | | | | | | | f |
| Auvergne | 15 | 4 | 2 | 1 | 4 | 4 | 2 | 7 | 6 |
| | 2% | 2% | 1% | 1% | 2% | 2% | 4% | 2% | 2% |
| Languedoc-Roussillon | 27 | 11 | 6 | 3 | 8 | 9 | - | 14 | 9 |
| | 4% | 6% | 2% | 3% | 3% | 5% | - | 4% | 4% |
| | | B | | | | | | | |
| Provence-Alpes-Cote d'Azur | 57 | 4 | 29 | 8 | 20 | 12 | 3 | 23 | 20 |
| | 8% | 2% | 10% | 9% | 9% | 7% | 5% | 6% | 8% |
| | | | A | | | | | | |
| Corse | 2 | 1 | - | 1 | 1 | - | - | 2 | - |
| | * | 1% | - | 1% | * | - | - | 1% | - |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

D3 In which area do you live?

Base: All respondents

| | Total | EMPLOYEE ETHICS | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|-------------------------|-------|-----------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | a | b | c | d | e | f | g | h |
| Significance Level: 95% | | A | B | C | D | E | F | G | H |
| Unweighted Total | 750 | 174 | 279 | 88 | 233 | 180 | 56 | 380 | 244 |
| Weighted Total | 750 | 175 | 278 | 88 | 233 | 180 | 56 | 380 | 244 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| NETS | | | | | | | | | |
| Net: Ile de France | 150 | 26 | 74 | 19 | 51 | 31 | 20 | 81 | 47 |
| | 20% | 15% | 27% | 21% | 22% | 17% | 35% | 21% | 19% |
| | | | A | | | | GH | | |
| Net: Northeast | 210 | 54 | 75 | 27 | 62 | 52 | 17 | 112 | 64 |
| | 28% | 31% | 27% | 30% | 27% | 29% | 31% | 29% | 26% |
| Net: Northwest | 127 | 38 | 32 | 17 | 39 | 34 | 10 | 62 | 40 |
| | 17% | 22% | 12% | 19% | 17% | 19% | 18% | 16% | 16% |
| | | | B | | | | | | |
| Net: Southwest | 83 | 22 | 30 | 5 | 28 | 18 | 2 | 38 | 30 |
| | 11% | 12% | 11% | 6% | 12% | 10% | 4% | 10% | 12% |
| | | | | | c | | | | f |
| Net: Southeast | 180 | 34 | 66 | 21 | 53 | 45 | 7 | 87 | 62 |
| | 24% | 20% | 24% | 24% | 23% | 25% | 13% | 23% | 26% |
| | | | | | | | | f | F |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

D4 Which of the following sectors do you work in?

Base: All respondents

| | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|---|----------|-----------|----------|----------|----------|-----------|---------------|-------------|-------------|-------------|-------------|----------------|-----------|-------------------------------|-----------|------------|----------------|----------------------------|-----------|
| | Total | Male | Female | 16-34 | 35-54 | 55+ | Ile de France | North -east | North -west | South -west | South -east | Full time | Part time | Public and Third/ Volun -tary | Pri- vate | Man- agers | Non- man agers | Aware | Un- aware |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| Unweighted Total | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| Weighted Total | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Agriculture, forestry and fishing | 14 2% | 9 2% | 5 1% | 6 3% | 5 1% | 3 3% | - - | 6 3% | 3 2% | 3 4% | 2 1% | 10 2% | 4 4% | 3 1% | 11 2% | 3 1% | 11 2% | 3 1% | 11 2% |
| | | | | | | | | F | f | F | | | k | | | | | | |
| Production (e.g. manufacturing, utilities and mining) | 62 8% | 39 10% | 24 7% | 19 8% | 30 8% | 13 12% | 6 4% | 22 11% | 11 9% | 5 6% | 18 10% | 59 9% | 3 3% | 13 5% | 49 10% | 11 5% | 51 10% | 24 11% | 38 7% |
| | | b | | | | | | F | f | F | | L | | | M | | O | | |
| Construction | 30 4% | 24 6% | 6 2% | 4 2% | 21 5% | 5 4% | 2 1% | 11 5% | 7 6% | 1 1% | 9 5% | 28 4% | 2 2% | 4 2% | 26 5% | 7 3% | 23 5% | 8 4% | 22 4% |
| | | B | | | C | | | F | F | | f | | | | M | | | | |
| Property (e.g. real estate) | 14 2% | 9 2% | 5 1% | 5 2% | 6 1% | 3 3% | 5 3% | 2 1% | 3 2% | 1 1% | 3 2% | 11 2% | 3 3% | 1 * | 13 3% | 3 1% | 11 2% | 4 2% | 10 2% |
| | | | | | | | | | | | | | | | M | | | | |
| Motor trades | 24 3% | 13 3% | 11 3% | 8 3% | 14 3% | 2 2% | 3 2% | 10 5% | 4 3% | 2 2% | 5 3% | 24 4% | - - | 4 2% | 20 4% | 5 2% | 19 4% | 5 2% | 19 4% |
| | | | | | | | | | | | | I | | | m | | | | |
| Wholesale | 30 4% | 13 3% | 17 5% | 15 6% | 13 3% | 2 2% | 9 6% | 7 3% | 2 2% | 4 5% | 8 4% | 28 4% | 2 2% | 3 1% | 27 6% | 12 5% | 18 4% | 9 4% | 21 4% |
| | | | | de | | | h | | | | | | | | M | | | | |
| Retail | 50 7% | 26 7% | 24 7% | 18 8% | 20 5% | 12 11% | 6 4% | 17 8% | 7 6% | 5 6% | 15 8% | 44 7% | 6 6% | 4 2% | 46 10% | 14 6% | 36 7% | 19 9% | 31 6% |
| | | | | | | D | | f | | | f | | | | M | | | | |
| Transport and storage (inc. postal) | 40 5% | 33 9% | 7 2% | 12 5% | 25 6% | 3 3% | 16 10% | 7 3% | 5 4% | 4 5% | 8 5% | 34 5% | 6 6% | 11 4% | 29 6% | 9 4% | 31 6% | 19 8% | 21 4% |
| | | B | | | | | GHJ | | | | | | | | | | | R | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

D4 Which of the following sectors do you work in?

Base: All respondents

| | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|--|------------|-----------|-----------|-----------|-----------|-----------|---------------|-------------|-------------|-------------|-------------|----------------|-----------|-------------------------------|-----------|------------|----------------|----------------------------|-----------|
| | | | | | | | Ile de France | North -east | North -west | South -west | South -east | | | Public and Third/ Volun -tary | | | | | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | | | | | | Full time | Part time | | Pri- vate | Man- agers | Non- man agers | Aware | Un- aware |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| Unweighted Total | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| Weighted Total | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Accommodation and food services | 23 3% | 14 4% | 9 2% | 8 3% | 11 3% | 4 4% | 4 3% | 10 5% | 4 3% | - - | 5 3% | 18 3% | 5 5% | 7 3% | 16 3% | 6 3% | 17 3% | 6 3% | 17 3% |
| Information and communication | 30 4% | 19 5% | 11 3% | 10 4% | 19 5% | 1 1% | 11 7% | 5 2% | 6 5% | 4 5% | 4 2% | 28 4% | 2 2% | 2 1% | 28 6% | 18 7% | 12 2% | 4 2% | 26 5% |
| Finance and insurance | 38 5% | 19 5% | 19 5% | 14 6% | 17 4% | 7 6% | 17 11% | 4 2% | 7 6% | 3 4% | 7 4% | 34 5% | 4 4% | 7 3% | 31 6% | 21 9% | 17 3% | 10 4% | 28 5% |
| Business administration and support services | 36 5% | 12 3% | 24 7% | 9 4% | 20 5% | 7 6% | 7 5% | 8 4% | 6 5% | 8 10% | 7 4% | 29 4% | 7 7% | 3 1% | 33 7% | 12 5% | 24 5% | 14 6% | 22 4% |
| Professional, scientific and technical | 53 7% | 36 9% | 17 5% | 23 10% | 25 6% | 5 4% | 10 7% | 14 7% | 9 7% | 5 6% | 15 8% | 49 8% | 4 4% | 3 1% | 50 10% | 27 11% | 26 5% | 10 4% | 43 8% |
| Public administration and defence | 109 15% | 55 14% | 54 15% | 20 9% | 76 19% | 13 12% | 21 14% | 30 15% | 16 13% | 13 15% | 28 16% | 105 16% | 4 4% | 101 38% | 8 2% | 33 14% | 76 15% | 36 16% | 73 14% |
| Education | 81 11% | 28 7% | 53 14% | 21 9% | 46 11% | 14 12% | 17 11% | 26 13% | 14 11% | 8 9% | 16 9% | 65 10% | 16 16% | 56 21% | 25 5% | 39 16% | 42 8% | 21 9% | 60 11% |
| Health | 78 10% | 21 5% | 57 16% | 29 12% | 33 8% | 16 14% | 10 6% | 19 9% | 15 12% | 14 17% | 20 11% | 64 10% | 14 14% | 37 14% | 41 8% | 15 6% | 63 12% | 22 10% | 56 11% |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

D4 Which of the following sectors do you work in?

Base: All respondents

| | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|--|------------|-----------------|-----------------|------------|------------|----------------|-------------------|-----------------|----------------|----------------|----------------|----------------|----------------|-------------------------------|-----------------|-----------------|----------------|----------------------------|------------|
| | Total | Male | Female | 16-34 | 35-54 | 55+ | Ile de France | North -east | North -west | South -west | South -east | Full time | Part time | Public and Third/ Volun -tary | Pri- vate | Man- agers | Non- man agers | Aware | Un- aware |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| Unweighted Total | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| Weighted Total | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Arts, entertainment, recreation and other services | 38 5% | 14 4% | 24 7% a | 13 6% | 22 5% | 3 3% | 9 6% | 8 4% | 8 6% | 4 5% | 9 5% | 21 3% | 17 17% K | 7 3% | 31 6% M | 9 4% | 29 6% | 9 4% | 29 5% |
| NETS | | | | | | | | | | | | | | | | | | | |
| Net: Manufacturing | 107 14% | 72 19% B | 35 10% | 29 12% | 56 14% | 22 19% | 8 5% | 40 19% Fi | 21 17% F | 9 11% | 29 16% F | 98 15% | 9 9% | 20 8% | 87 18% M | 21 9% | 86 17% O | 35 16% | 72 14% |
| Net: Services | 643 86% | 314 81% | 329 90% A | 204 88% | 346 86% | 93 81% | 142 95% GHJ | 170 81% | 106 83% | 74 89% g | 151 84% | 553 85% | 90 91% | 246 92% N | 397 82% | 222 91% P | 421 83% | 188 84% | 455 86% |
| Net: Agriculture, forestry & fishing/ Production | 77 10% | 48 12% B | 29 8% | 25 11% | 35 9% | 16 14% d | 6 4% | 29 14% F | 14 11% F | 8 10% f | 20 11% F | 70 11% | 7 7% | 16 6% | 60 13% M | 14 6% | 62 12% O | 27 12% | 49 9% |
| Net: Construction/ Property | 44 6% | 33 9% B | 11 3% | 9 4% | 27 7% | 8 7% | 7 5% | 13 6% | 10 8% i | 2 2% | 12 7% | 39 6% | 5 5% | 5 2% | 39 8% M | 10 4% | 34 7% | 12 5% | 32 6% |
| Net: Motor trades/ Wholesale/ Retail/ Transport & storage/ Accommodation & food services | 167 22% | 100 26% B | 67 18% | 61 26% | 83 21% | 23 20% | 37 25% | 52 25% | 22 17% | 15 18% | 41 23% | 148 23% | 19 19% | 29 11% | 138 29% M | 46 19% | 121 24% | 58 26% | 109 21% |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

D4 Which of the following sectors do you work in?

Base: All respondents

| | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|--|-------|--------|--------|-------|-------|------|---------------|-------------|-------------|-------------|-------------|----------------|-----------|-------------------------------|-----------|------------|-----------------|----------------------------|-----------|
| | | | | | | | Ile de France | North -east | North -west | South -west | South -east | | | Public and Third/ Volun -tary | Pri- vate | Man- agers | Non- man- agers | | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | | | | | | Full time | Part time | | | | | Aware | Un- aware |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| Unweighted Total | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| Weighted Total | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Net: Information & communication | 30 | 19 | 11 | 10 | 19 | 1 | 11 | 5 | 6 | 4 | 4 | 28 | 2 | 2 | 28 | 18 | 12 | 4 | 26 |
| | 4% | 5% | 3% | 4% | 5% | 1% | 7% | 2% | 5% | 5% | 2% | 4% | 2% | 1% | 6% | 7% | 2% | 2% | 5% |
| | | | | e | e | | GJ | | | | | | | | M | P | | Q | |
| Net: Finance & insurance/ Business administration & support services | 73 | 31 | 43 | 23 | 37 | 14 | 23 | 12 | 13 | 11 | 14 | 62 | 11 | 10 | 63 | 33 | 41 | 24 | 50 |
| | 10% | 8% | 12% | 10% | 9% | 12% | 16% | 6% | 10% | 13% | 8% | 10% | 11% | 4% | 13% | 13% | 8% | 11% | 9% |
| | | | a | | | | GJ | | | G | | | | | M | P | | | |
| Net: Professional, scientific & technical | 53 | 36 | 17 | 23 | 25 | 5 | 10 | 14 | 9 | 5 | 15 | 49 | 4 | 3 | 50 | 27 | 26 | 10 | 43 |
| | 7% | 9% | 5% | 10% | 6% | 4% | 7% | 7% | 7% | 6% | 8% | 8% | 4% | 1% | 10% | 11% | 5% | 4% | 8% |
| | | B | | de | | | | | | | | | | | M | P | | q | |
| Net: Public administration and defence/ Education/ Health | 268 | 105 | 163 | 70 | 154 | 44 | 48 | 76 | 45 | 34 | 64 | 234 | 34 | 194 | 74 | 87 | 181 | 79 | 189 |
| | 36% | 27% | 45% | 30% | 38% | 38% | 32% | 36% | 35% | 42% | 36% | 36% | 34% | 73% | 15% | 36% | 36% | 35% | 36% |
| | | | A | | C | | | | | | | | | N | | | | | |
| Net: Arts, entertainment, recreation & other services | 38 | 14 | 24 | 13 | 22 | 3 | 9 | 8 | 8 | 4 | 9 | 21 | 17 | 7 | 31 | 9 | 29 | 9 | 29 |
| | 5% | 4% | 7% | 6% | 5% | 3% | 6% | 4% | 6% | 5% | 5% | 3% | 17% | 3% | 6% | 4% | 6% | 4% | 5% |
| | | | a | | | | | | | | | K | | | M | | | | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

D4 Which of the following sectors do you work in?

Base: All respondents

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|--|-------|---|------|-----------------------------|------|-----------------------|---------------|--|--|---|---|
| | | | | | | | | | | | |
| | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J |
| Unweighted Total | 750 | 108 | 642 | 117 | 633 | 106 | 644 | 120 | 167 | 157 | 306 |
| Weighted Total | 750 | 109 | 641 | 117 | 633 | 107 | 643 | 121 | 167 | 156 | 305 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Agriculture, forestry and fishing | 14 | 1 | 13 | 3 | 11 | 14 | - | 14 | - | - | - |
| | 2% | 1% | 2% | 3% | 2% | 13% | - | 12% | - | - | - |
| | | | | | | FHIJ | | FHIJ | | | |
| Production (e.g. manufacturing, utilities and mining) | 62 | 12 | 50 | 11 | 51 | 62 | - | 62 | - | - | - |
| | 8% | 11% | 8% | 9% | 8% | 58% | - | 52% | - | - | - |
| | | | | | | FHIJ | | FHIJ | | | |
| Construction | 30 | 5 | 25 | 5 | 25 | 30 | - | 30 | - | - | - |
| | 4% | 5% | 4% | 4% | 4% | 28% | - | 25% | - | - | - |
| | | | | | | FHIJ | | FHIJ | | | |
| Property (e.g. real estate) | 14 | 2 | 12 | 2 | 12 | - | 14 | 14 | - | - | - |
| | 2% | 2% | 2% | 2% | 2% | - | 2% | 12% | - | - | - |
| | | | | | | | hiJ | EFHIJ | | | |
| Motor trades | 24 | 3 | 21 | 4 | 20 | - | 24 | - | 24 | - | - |
| | 3% | 3% | 3% | 3% | 3% | - | 4% | - | 14% | - | - |
| | | | | | | | EGIJ | | EFGIJ | | |
| Wholesale | 30 | 7 | 23 | 4 | 26 | - | 30 | - | 30 | - | - |
| | 4% | 7% | 4% | 3% | 4% | - | 5% | - | 18% | - | - |
| | | | | | | | EGIJ | | EFGIJ | | |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

D4 Which of the following sectors do you work in?

Base: All respondents

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|--|-------|---|------|-----------------------------|------|-----------------------|---------------|--|--|---|---|
| | | | | | | | | | | | |
| | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J |
| Unweighted Total | 750 | 108 | 642 | 117 | 633 | 106 | 644 | 120 | 167 | 157 | 306 |
| Weighted Total | 750 | 109 | 641 | 117 | 633 | 107 | 643 | 121 | 167 | 156 | 305 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Retail | 50 | 7 | 43 | 12 | 38 | - | 50 | - | 50 | - | - |
| | 7% | 7% | 7% | 10% | 6% | - | 8% | - | 30% | - | - |
| | | | | d | | | EGIJ | | EFGIJ | | |
| Transport and storage (inc. postal) | 40 | 5 | 35 | 8 | 32 | - | 40 | - | 40 | - | - |
| | 5% | 5% | 5% | 7% | 5% | - | 6% | - | 24% | - | - |
| | | | | | | | EGIJ | | EFGIJ | | |
| Accommodation and food services | 23 | 3 | 20 | 5 | 18 | - | 23 | - | 23 | - | - |
| | 3% | 3% | 3% | 4% | 3% | - | 4% | - | 14% | - | - |
| | | | | | | | EGIJ | | EFGIJ | | |
| Information and communication | 30 | 1 | 29 | 4 | 26 | - | 30 | - | - | 30 | - |
| | 4% | 1% | 4% | 3% | 4% | - | 5% | - | - | 19% | - |
| | | | a | | | | EGHJ | | | EFGHJ | |
| Finance and insurance | 38 | 6 | 32 | 6 | 32 | - | 38 | - | - | 38 | - |
| | 5% | 5% | 5% | 5% | 5% | - | 6% | - | - | 24% | - |
| | | | | | | | EGHJ | | | EFGHJ | |
| Business administration and support services | 36 | 4 | 32 | 4 | 32 | - | 36 | - | - | 36 | - |
| | 5% | 4% | 5% | 3% | 5% | - | 6% | - | - | 23% | - |
| | | | | | | | EGHJ | | | EFGHJ | |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

D4 Which of the following sectors do you work in?

Base: All respondents

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|--|-------|---|------|-----------------------------|------|-----------------------|---------------|--|--|---|---|
| | | | | | | | | | | | |
| | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J |
| Unweighted Total | 750 | 108 | 642 | 117 | 633 | 106 | 644 | 120 | 167 | 157 | 306 |
| Weighted Total | 750 | 109 | 641 | 117 | 633 | 107 | 643 | 121 | 167 | 156 | 305 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Professional, scientific and technical | 53 | 4 | 49 | 5 | 48 | - | 53 | - | - | 53 | - |
| | 7% | 4% | 8% | 4% | 8% | - | 8% | - | - | 34% | - |
| | | | | | | | EGHJ | | | EFGHJ | |
| Public administration and defence | 109 | 18 | 91 | 17 | 92 | - | 109 | - | - | - | 109 |
| | 15% | 17% | 14% | 15% | 15% | - | 17% | - | - | - | 36% |
| | | | | | | | EGHI | | | | EFGHI |
| Education | 81 | 11 | 70 | 9 | 72 | - | 81 | - | - | - | 81 |
| | 11% | 10% | 11% | 8% | 11% | - | 13% | - | - | - | 26% |
| | | | | | | | EGHI | | | | EFGHI |
| Health | 78 | 14 | 64 | 12 | 66 | - | 78 | - | - | - | 78 |
| | 10% | 13% | 10% | 10% | 10% | - | 12% | - | - | - | 25% |
| | | | | | | | EGHI | | | | EFGHI |
| Arts, entertainment, recreation and other services | 38 | 5 | 33 | 6 | 32 | - | 38 | - | - | - | 38 |
| | 5% | 5% | 5% | 5% | 5% | - | 6% | - | - | - | 12% |
| | | | | | | | EGHI | | | | EFGHI |
| NETS | | | | | | | | | | | |
| Net: Manufacturing | 107 | 18 | 89 | 19 | 88 | 107 | - | 107 | - | - | - |
| | 14% | 17% | 14% | 16% | 14% | 100% | - | 88% | - | - | - |
| | | | | | | FGHIJ | | FHIJ | | | |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

D4 Which of the following sectors do you work in?

Base: All respondents

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|--|-------|---|------|-----------------------------|------|-----------------------|---------------|--|--|---|---|
| | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J |
| Unweighted Total | 750 | 108 | 642 | 117 | 633 | 106 | 644 | 120 | 167 | 157 | 306 |
| Weighted Total | 750 | 109 | 641 | 117 | 633 | 107 | 643 | 121 | 167 | 156 | 305 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Net: Services | 643 | 90 | 553 | 98 | 545 | - | 643 | 14 | 167 | 156 | 305 |
| | 86% | 83% | 86% | 84% | 86% | - | 100% | 12% | 100% | 100% | 100% |
| | | | | | | | EG | E | EG | EG | EG |
| Net: Agriculture, forestry & fishing/ Production | 77 | 13 | 64 | 14 | 62 | 77 | - | 77 | - | - | - |
| | 10% | 12% | 10% | 12% | 10% | 72% | - | 63% | - | - | - |
| | | | | | | FHIJ | | FHIJ | | | |
| Net: Construction/ Property | 44 | 7 | 37 | 7 | 37 | 30 | 14 | 44 | - | - | - |
| | 6% | 7% | 6% | 6% | 6% | 28% | 2% | 37% | - | - | - |
| | | | | | | FHIJ | hiJ | FHIJ | | | |
| Net: Motor trades/ Wholesale/ Retail/ Transport & storage/ Accommodation & food services | 167 | 25 | 142 | 33 | 134 | - | 167 | - | 167 | - | - |
| | 22% | 23% | 22% | 28% | 21% | - | 26% | - | 100% | - | - |
| | | | | d | | | EGIJ | | EFGIJ | | |
| Net: Information & communication | 30 | 1 | 29 | 4 | 26 | - | 30 | - | - | 30 | - |
| | 4% | 1% | 4% | 3% | 4% | - | 5% | - | - | 19% | - |
| | | | a | | | | EGHJ | | | EFGHJ | |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

D4 Which of the following sectors do you work in?

Base: All respondents

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|---|-------|---|------|-----------------------------|------|-----------------------|---------------|--|--|---|---|
| | | | | | | | | | | | |
| | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J |
| Unweighted Total | 750 | 108 | 642 | 117 | 633 | 106 | 644 | 120 | 167 | 157 | 306 |
| Weighted Total | 750 | 109 | 641 | 117 | 633 | 107 | 643 | 121 | 167 | 156 | 305 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Net: Finance & insurance/ Business administration & support services | 73 | 10 | 64 | 10 | 63 | - | 73 | - | - | 73 | - |
| | 10% | 9% | 10% | 9% | 10% | - | 11% | - | - | 47% | - |
| | | | | | | | EGHJ | | | EFGHJ | |
| Net: Professional, scientific & technical | 53 | 4 | 49 | 5 | 48 | - | 53 | - | - | 53 | - |
| | 7% | 4% | 8% | 4% | 8% | - | 8% | - | - | 34% | - |
| | | | | | | | EGHJ | | | EFGHJ | |
| Net: Public administration and defence/ Education/ Health | 268 | 43 | 225 | 38 | 230 | - | 268 | - | - | - | 268 |
| | 36% | 40% | 35% | 32% | 36% | - | 42% | - | - | - | 88% |
| | | | | | | | EGHI | | | | EFGHI |
| Net: Arts, entertainment, recreation & other services | 38 | 5 | 33 | 6 | 32 | - | 38 | - | - | - | 38 |
| | 5% | 5% | 5% | 5% | 5% | - | 6% | - | - | - | 12% |
| | | | | | | | EGHI | | | | EFGHI |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

D4 Which of the following sectors do you work in?

Base: All respondents

| | Total | EMPLOYEE ETHICS | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|---|----------|-----------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|----------|---------------|
| | | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | a | b | c | d | e | f | g | h |
| Significance Level: 95% | | A | B | C | D | E | F | G | H |
| Unweighted Total | 750 | 174 | 279 | 88 | 233 | 180 | 56 | 380 | 244 |
| Weighted Total | 750 | 175 | 278 | 88 | 233 | 180 | 56 | 380 | 244 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Agriculture, forestry and fishing | 14 2% | 4 2% | 6 2% | 1 1% | 3 1% | 6 3% | 1 2% | 5 1% | 5 2% |
| Production (e.g. manufacturing, utilities and mining) | 62 8% | 16 9% | 23 8% | 7 8% | 21 9% | 15 8% | 4 7% | 33 9% | 20 8% |
| Construction | 30 4% | 6 4% | 11 4% | 4 5% | 6 3% | 7 4% | 2 4% | 11 3% | 12 5% |
| Property (e.g. real estate) | 14 2% | 2 1% | 7 3% | 2 2% | 6 3% | 7 4% | - - | 4 1% | 5 2% |
| Motor trades | 24 3% | 5 3% | 9 3% | 3 3% | 6 3% | 7 4% | 1 2% | 11 3% | 4 2% |
| Wholesale | 30 4% | 5 3% | 14 5% | 6 7% | 9 4% | 8 4% | 2 4% | 14 4% | 11 4% |
| Retail | 50 7% | 9 5% | 15 5% | 5 6% | 20 9% | 9 5% | 4 7% | 22 6% | 23 9% g |
| Transport and storage (inc. postal) | 40 5% | 12 7% | 20 7% | 6 7% | 11 5% | 10 6% | 3 5% | 20 5% | 16 7% |
| Accommodation and food services | 23 3% | 6 3% | 6 2% | 4 5% | 9 4% | 4 2% | 1 2% | 15 4% | 6 2% |
| Information and communication | 30 4% | 7 4% | 10 4% | 3 3% | 9 4% | 3 2% | 2 4% | 11 3% | 15 6% g |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

D4 Which of the following sectors do you work in?

Base: All respondents

| | Total | EMPLOYEE ETHICS | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|--|-------|-----------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | a | b | c | d | e | f | g | h |
| Significance Level: 95% | | A | B | C | D | E | F | G | H |
| Unweighted Total | 750 | 174 | 279 | 88 | 233 | 180 | 56 | 380 | 244 |
| Weighted Total | 750 | 175 | 278 | 88 | 233 | 180 | 56 | 380 | 244 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Finance and insurance | 38 | 4 | 14 | 7 | 14 | 8 | 8 | 28 | 5 |
| | 5% | 2% | 5% | 8% | 6% | 4% | 14% | 7% | 2% |
| | | | | | | | gH | H | |
| Business administration and support services | 36 | 10 | 11 | 5 | 15 | 6 | 2 | 21 | 12 |
| | 5% | 6% | 4% | 6% | 6% | 3% | 4% | 5% | 5% |
| Professional, scientific and technical | 53 | 10 | 25 | 3 | 11 | 12 | 7 | 22 | 22 |
| | 7% | 6% | 9% | 3% | 5% | 7% | 13% | 6% | 9% |
| | | | | | | | g | | |
| Public administration and defence | 109 | 28 | 44 | 8 | 30 | 26 | 14 | 68 | 22 |
| | 15% | 16% | 16% | 9% | 13% | 14% | 25% | 18% | 9% |
| | | | | | | | H | H | |
| Education | 81 | 23 | 28 | 6 | 23 | 25 | 2 | 37 | 32 |
| | 11% | 13% | 10% | 7% | 10% | 14% | 4% | 10% | 13% |
| | | | | | | c | | | F |
| Health | 78 | 17 | 23 | 12 | 25 | 21 | 3 | 44 | 19 |
| | 10% | 10% | 8% | 13% | 11% | 12% | 5% | 12% | 8% |
| Arts, entertainment, recreation and other services | 38 | 10 | 13 | 6 | 15 | 6 | - | 14 | 15 |
| | 5% | 6% | 5% | 7% | 6% | 3% | - | 4% | 6% |
| | | | | | | | | | f |
| NETS | | | | | | | | | |
| Net: Manufacturing | 107 | 26 | 40 | 12 | 30 | 28 | 7 | 50 | 37 |
| | 14% | 15% | 14% | 14% | 13% | 16% | 13% | 13% | 15% |
| Net: Services | 643 | 148 | 238 | 76 | 203 | 152 | 49 | 331 | 207 |
| | 86% | 85% | 86% | 86% | 87% | 84% | 87% | 87% | 85% |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

D4 Which of the following sectors do you work in?

Base: All respondents

| | EMPLOYEE ETHICS | | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|--|-----------------|--------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------------|-----------|
| | Total | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | a | b | c | d | e | f | g | h |
| Significance Level: 95% | | A | B | C | D | E | F | G | H |
| Unweighted Total | 750 | 174 | 279 | 88 | 233 | 180 | 56 | 380 | 244 |
| Weighted Total | 750 | 175 | 278 | 88 | 233 | 180 | 56 | 380 | 244 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Net: Agriculture, forestry & fishing/ Production | 77 10% | 20 12% | 29 10% | 8 9% | 24 10% | 21 12% | 5 9% | 38 10% | 25 10% |
| Net: Construction/ Property | 44 6% | 8 5% | 18 6% | 6 7% | 12 5% | 14 8% | 2 4% | 15 4% | 17 7% |
| | | | | | | | | | g |
| Net: Motor trades/ Wholesale/ Retail/ Transport & storage/ Accommodation & food services | 167 22% | 37 21% | 64 23% | 24 27% | 55 24% | 38 21% | 11 20% | 82 22% | 60 25% |
| Net: Information & communication | 30 4% | 7 4% | 10 4% | 3 3% | 9 4% | 3 2% | 2 4% | 11 3% | 15 6% |
| | | | | | | | | | g |
| Net: Finance & insurance/ Business administration & support services | 73 10% | 14 8% | 25 9% | 12 14% | 29 12% | 14 8% | 10 18% | 49 13% | 17 7% |
| | | | | | | | H | H | |
| Net: Professional, scientific & technical | 53 7% | 10 6% | 25 9% | 3 3% | 11 5% | 12 7% | 7 13% | 22 6% | 22 9% |
| | | | | | | | g | | |
| Net: Public administration and defence/ Education/ Health | 268 36% | 68 39% | 95 34% | 26 29% | 78 33% | 72 40% | 19 34% | 149 39% | 73 30% |
| | | | | | | c | | H | |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

D4 Which of the following sectors do you work in?

Base: All respondents

| | | EMPLOYEE ETHICS | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|---|-------|-----------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | Total | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | a | b | c | d | e | f | g | h |
| Significance Level: 95% | | A | B | C | D | E | F | G | H |
| Unweighted Total | 750 | 174 | 279 | 88 | 233 | 180 | 56 | 380 | 244 |
| Weighted Total | 750 | 175 | 278 | 88 | 233 | 180 | 56 | 380 | 244 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Net: Arts, entertainment, recreation & other services | 38 | 10 | 13 | 6 | 15 | 6 | - | 14 | 15 |
| | 5% | 6% | 5% | 7% | 6% | 3% | - | 4% | 6% |
| | | | | | | | | | f |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

D5 Which of the following sectors do you work in?

Base: All respondents

| Significance Level: 90% Significance Level: 95% | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | | |
|--|------------------|--------|--------|-------|-------|------|---------------|-------------|-------------|-------------|-------------|----------------|-----------|-------------------------------|-----------|------------|----------------|----------------------------|-----------|-----|
| | | | | | | | Ile de France | North -east | North -west | South -west | South -east | Full time | Part time | Public and Third/ Volun -tary | Pri- vate | Man- agers | Non- man agers | Aware | Un- aware | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | f | g | h | i | j | k | l | m | n | o | p | q | r | |
| | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | |
| | Unweighted Total | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | Weighted Total | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | |
| | Public sector | 261 | 119 | 142 | 76 | 149 | 37 | 49 | 83 | 42 | 26 | 61 | 239 | 22 | 261 | - | 88 | 173 | 79 | 182 |
| | 35% | 31% | 39% | 32% | 37% | 32% | 32% | 40% | 33% | 31% | 34% | 37% | 22% | 98% | - | 36% | 34% | 35% | 35% | |
| | | | | A | | | | | | | | L | | N | | | | | | |
| Private sector | 484 | 265 | 219 | 154 | 252 | 77 | 101 | 122 | 85 | 56 | 119 | 409 | 75 | - | 484 | 156 | 328 | 141 | 343 | |
| 65% | 69% | 60% | 66% | 63% | 67% | 68% | 58% | 67% | 68% | 66% | 63% | 76% | - | 100% | 64% | 65% | 63% | 65% | | |
| | | B | | | | g | | | | | K | | M | | | | | | | |
| Third/ Voluntary Sector | 5 | 2 | 3 | 3 | 1 | 1 | - | 4 | - | 1 | - | 3 | 2 | 5 | - | - | 5 | 3 | 2 | |
| 1% | 1% | 1% | 1% | * | 1% | - | 2% | - | 1% | - | * | 2% | 2% | - | - | 1% | 1% | * | | |
| | | | | | | | fj | | | | | k | | N | | | | | | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

D5 Which of the following sectors do you work in?

Base: All respondents

| | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|-------------------------|---|-----------|-----------------------------|----|-----------------------|---------------|--|---|---|---|
| | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accommodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| | Total | | | | | | | | | |
| | a | b | c | d | e | f | g | h | i | j |
| | A | B | C | D | E | F | G | H | I | J |
| Unweighted Total | 750 | 108 642 | 117 633 | | 106 | 644 | 120 | 167 | 157 | 306 |
| Weighted Total | 750 | 109 641 | 117 633 | | 107 | 643 | 121 | 167 | 156 | 305 |
| | 100% | 100% 100% | 100% 100% | | 100% | 100% | 100% | 100% | 100% | 100% |
| Public sector | 261 | 44 217 | 43 218 | | 20 | 241 | 21 | 29 | 14 | 197 |
| | 35% | 41% 34% | 37% 34% | | 19% | 37% | 18% | 17% | 9% | 64% |
| | | | | | I | EGHI | I | I | | EFGHI |
| Private sector | 484 | 63 421 | 74 410 | | 87 | 397 | 100 | 138 | 141 | 105 |
| | 65% | 58% 66% | 63% 65% | | 81% | 62% | 82% | 83% | 90% | 34% |
| | | | | | FJ | J | FJ | FJ | EFgHJ | |
| Third/ Voluntary Sector | 5 | 1 4 | - 5 | | - | 5 | - | - | 1 | 4 |
| | 1% | 1% 1% | - 1% | | - | 1% | - | - | 1% | 1% |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

D5 Which of the following sectors do you work in?

Base: All respondents

| | Total | EMPLOYEE ETHICS | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|-------------------------|-------|-----------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | a | b | c | d | e | f | g | h |
| Significance Level: 95% | | A | B | C | D | E | F | G | H |
| Unweighted Total | 750 | 174 | 279 | 88 | 233 | 180 | 56 | 380 | 244 |
| Weighted Total | 750 | 175 | 278 | 88 | 233 | 180 | 56 | 380 | 244 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Public sector | 261 | 62 | 96 | 29 | 78 | 64 | 24 | 162 | 52 |
| | 35% | 36% | 34% | 33% | 33% | 36% | 43% | 43% | 21% |
| | | | | | | | H | H | |
| Private sector | 484 | 109 | 180 | 59 | 154 | 113 | 32 | 217 | 190 |
| | 65% | 63% | 65% | 67% | 66% | 63% | 57% | 57% | 78% |
| | | | | | | | | | FG |
| Third/ Voluntary Sector | 5 | 3 | 2 | - | 1 | 3 | - | 1 | 2 |
| | 1% | 2% | 1% | - | * | 2% | - | * | 1% |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

D6 Which of the following best represents your level of seniority?

Base: All respondents

| Significance Level: 90% Significance Level: 95% | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|--|-------|--------|--------|-------|-------|------|---------------|------------|------------|------------|------------|----------------|-----------|---------------------------------|----------|-----------|---------------|----------------------------|----------|
| | | | | | | | | | | | | | | Public and Third/ Volun-tary | | | | | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | Ile de France | North-east | North-west | South-west | South-east | Full time | Part time | | Pri-vate | Man-agers | Non-man-agers | Aware | Un-aware |
| | | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r |
| | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| Unweighted Total | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| Weighted Total | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Managerial or above | 244 | 163 | 81 | 63 | 140 | 41 | 72 | 52 | 44 | 22 | 53 | 231 | 13 | 88 | 156 | 244 | - | 65 | 179 |
| | 33% | 42% | 22% | 27% | 35% | 35% | 48% | 25% | 35% | 26% | 30% | 35% | 13% | 33% | 32% | 100% | - | 29% | 34% |
| | | B | | | C | | GHIJ | | g | | | L | | | P | | | | |
| Non-managerial | 506 | 223 | 283 | 170 | 262 | 74 | 78 | 158 | 83 | 61 | 127 | 420 | 86 | 178 | 328 | - | 506 | 158 | 348 |
| | 67% | 58% | 78% | 73% | 65% | 65% | 52% | 75% | 65% | 74% | 70% | 65% | 87% | 67% | 68% | - | 100% | 71% | 66% |
| | | | A | D | | | | Fh | F | F | F | | K | | | | O | | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

D6 Which of the following best represents your level of seniority?

Base: All respondents

| | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|---------------------|---|-----------|-----------------------------|--------|-----------------------|---------------|--|---|---|---|
| | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accommodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Total | a A | b B | c C | d D | e E | f F | g G | h H | i I | j J |
| Unweighted Total | 750 | 108 642 | 117 633 | | 106 | 644 | 120 | 167 | 157 | 306 |
| Weighted Total | 750 | 109 641 | 117 633 | | 107 | 643 | 121 | 167 | 156 | 305 |
| | 100% | 100% 100% | 100% 100% | | 100% | 100% | 100% | 100% | 100% | 100% |
| Managerial or above | 244 | 45 199 | 49 194 | | 21 | 222 | 24 | 46 | 77 | 96 |
| | 33% | 42% 31% | 42% 31% | | 20% | 35% | 20% | 28% | 49% | 31% |
| | | B | D | | | EGh | | | EFGHJ | EG |
| Non-managerial | 506 | 63 443 | 68 438 | | 86 | 421 | 97 | 121 | 79 | 210 |
| | 67% | 58% 69% | 58% 69% | | 80% | 65% | 80% | 72% | 51% | 69% |
| | | A | C | | FIJ | I | FIJ | fl | | I |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

D6 Which of the following best represents your level of seniority?

Base: All respondents

| | | EMPLOYEE ETHICS | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|-------------------------|-------|-----------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | Total | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | a | b | c | d | e | f | g | h |
| Significance Level: 95% | | A | B | C | D | E | F | G | H |
| Unweighted Total | 750 | 174 | 279 | 88 | 233 | 180 | 56 | 380 | 244 |
| Weighted Total | 750 | 175 | 278 | 88 | 233 | 180 | 56 | 380 | 244 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Managerial or above | 244 | 54 | 104 | 40 | 91 | 47 | 22 | 144 | 77 |
| | 33% | 31% | 37% | 46% | 39% | 26% | 39% | 38% | 31% |
| | | | | E | E | | | h | |
| Non-managerial | 506 | 120 | 175 | 48 | 142 | 133 | 34 | 236 | 167 |
| | 67% | 69% | 63% | 54% | 61% | 74% | 61% | 62% | 69% |
| | | | | | | CD | | | g |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

D7 Which of the following statements best represents your level of seniority? I have day-to-day management responsibility for...

Base: All who have managerial responsibilities

| | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|-------------------------|-------|--------|--------|----------|---------|------|---------------|------------|------------|------------|------------|----------------|-----------|---------------------------------|----------|-----------|---------------|----------------------------|----------|
| | | | | | | | Ile de France | North-east | North-west | South-west | South-east | | | Public and Third/ Volun-tary | Pri-vate | Man-agers | Non-man-agers | | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | | | | | | Full time | Part time | | | | | Aware | Un-aware |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | *i | j | k | *l | m | n | o | *p | q | r |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | *I | J | K | *L | M | N | O | *P | Q | R |
| Unweighted Total | 244 | 162 | 82 | 63 | 141 | 40 | 74 | 51 | 44 | 22 | 53 | 231 | 13 | 88 | 156 | 244 | - | 65 | 179 |
| Weighted Total | 244 | 163 | 81 | 63 | 140 | 41 | 72 | 52 | 44 | 22 | 53 | 231 | 13 | 88 | 156 | 244 | - | 65 | 179 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | - | 100% | 100% |
| 1 - 5 people | 147 | 96 | 51 | 37 | 86 | 24 | 45 | 30 | 23 | 17 | 32 | 138 | 9 | 51 | 96 | 147 | - | 30 | 117 |
| | 60% | 59% | 63% | 59% | 61% | 60% | 62% | 57% | 52% | 77% | 60% | 60% | 70% | 58% | 61% | 60% | - | 46% | 65% Q |
| 6 - 10 people | 36 | 26 | 10 | 13 | 16 | 7 | 12 | 7 | 9 | 1 | 7 | 35 | 1 | 12 | 24 | 36 | - | 9 | 27 |
| | 15% | 16% | 12% | 21% d | 11% | 18% | 16% | 14% | 21% | 5% | 13% | 15% | 8% | 14% | 15% | 15% | - | 14% | 15% |
| 11 - 15 people | 13 | 9 | 4 | 3 | 10 | - | 4 | 3 | 3 | - | 3 | 13 | - | 4 | 9 | 13 | - | 5 | 8 |
| | 5% | 6% | 5% | 5% | 7% e | - | 5% | 6% | 7% | - | 6% | 6% | - | 5% | 6% | 5% | - | 8% | 4% |
| 16 - 20 people | 21 | 13 | 8 | 5 | 12 | 4 | 5 | 6 | 4 | 2 | 4 | 19 | 2 | 9 | 12 | 21 | - | 8 | 13 |
| | 9% | 8% | 10% | 8% | 9% | 10% | 7% | 12% | 9% | 9% | 8% | 8% | 15% | 10% | 8% | 9% | - | 12% | 7% |
| 21+ people | 27 | 19 | 8 | 5 | 17 | 5 | 7 | 6 | 5 | 2 | 7 | 26 | 1 | 12 | 15 | 27 | - | 13 | 14 |
| | 11% | 12% | 10% | 8% | 12% | 13% | 9% | 12% | 11% | 9% | 13% | 11% | 7% | 14% | 10% | 11% | - | 20% R | 8% |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

D7 Which of the following statements best represents your level of seniority? I have day-to-day management responsibility for...

Base: All who have managerial responsibilities

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | | |
|----------------|-------------------------|---|------|-----------------------------|------|-----------------------|---------------|--|--|---|---|------|
| | | | | | | | | | | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services | |
| | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | | | |
| | Significance Level: 90% | a | b | c | d | *e | f | *g | h | i | j | |
| | Significance Level: 95% | A | B | C | D | *E | F | *G | H | I | J | |
| | Unweighted Total | 244 | 45 | 199 | 49 | 195 | 21 | 223 | 24 | 46 | 78 | 96 |
| | Weighted Total | 244 | 45 | 199 | 49 | 194 | 21 | 222 | 24 | 46 | 77 | 96 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| | 1 - 5 people | 147 | 20 | 127 | 21 | 126 | 10 | 137 | 12 | 21 | 52 | 62 |
| | | 60% | 44% | 64% | 43% | 65% | 48% | 61% | 50% | 46% | 67% | 65% |
| | | | | A | | C | | H | | | H | H |
| | 6 - 10 people | 36 | 7 | 29 | 10 | 26 | 5 | 31 | 5 | 10 | 13 | 8 |
| | 15% | 16% | 15% | 20% | 13% | 24% | 14% | 21% | 22% | 17% | 8% | |
| | | | | | | | | | J | j | | |
| 11 - 15 people | 13 | 2 | 11 | 5 | 8 | 1 | 12 | 1 | 3 | 7 | 2 | |
| | 5% | 5% | 6% | 10% | 4% | 5% | 5% | 4% | 6% | 9% | 2% | |
| | | | | d | | | | | | J | | |
| 16 - 20 people | 21 | 5 | 16 | 7 | 14 | 3 | 18 | 4 | 6 | 3 | 8 | |
| | 9% | 11% | 8% | 14% | 7% | 14% | 8% | 17% | 13% | 4% | 8% | |
| | | | | | | | | | i | | | |
| 21+ people | 27 | 11 | 16 | 6 | 21 | 2 | 25 | 2 | 6 | 3 | 16 | |
| | 11% | 25% | 8% | 12% | 11% | 9% | 11% | 8% | 13% | 4% | 17% | |
| | | B | | | | | i | | i | | I | |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

D7 Which of the following statements best represents your level of seniority? I have day-to-day management responsibility for...

Base: All who have managerial responsibilities

| | Total | EMPLOYEE ETHICS | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|-------------------------|-------|-----------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | a | b | c | d | e | *f | g | h |
| Significance Level: 95% | | A | B | C | D | E | *F | G | H |
| Unweighted Total | 244 | 54 | 104 | 40 | 91 | 47 | 22 | 144 | 77 |
| Weighted Total | 244 | 54 | 104 | 40 | 91 | 47 | 22 | 144 | 77 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| 1 - 5 people | 147 | 32 | 58 | 19 | 46 | 32 | 10 | 74 | 59 |
| | 60% | 59% | 56% | 48% | 51% | 68% | 45% | 51% | 77% |
| | | | | | | cd | | | G |
| 6 - 10 people | 36 | 9 | 16 | 8 | 18 | 2 | 5 | 27 | 5 |
| | 15% | 17% | 15% | 20% | 20% | 4% | 23% | 19% | 6% |
| | | | | E | E | | | H | |
| 11 - 15 people | 13 | 1 | 6 | 4 | 6 | 1 | 2 | 10 | 2 |
| | 5% | 2% | 6% | 10% | 7% | 2% | 9% | 7% | 3% |
| 16 - 20 people | 21 | 4 | 12 | 5 | 9 | 5 | 1 | 13 | 7 |
| | 9% | 7% | 12% | 13% | 10% | 11% | 4% | 9% | 9% |
| 21+ people | 27 | 8 | 12 | 4 | 12 | 7 | 4 | 20 | 4 |
| | 11% | 15% | 12% | 10% | 13% | 15% | 18% | 14% | 5% |
| | | | | | | | | H | |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

Q1_SUM To what extent, if at all, do you think that the following action is acceptable? - SUMMARY TABLE

Base: All respondents

| | 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: 90% | A | B | C | D | E | F | G | H | I |
| Significance Level: 95% | | | | | | | | | |
| Unweighted Total | 750 | 750 | 750 | 750 | 750 | 750 | 750 | 750 | 750 |
| Weighted Total | 750 | 750 | 750 | 750 | 750 | 750 | 750 | 750 | 750 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Totally acceptable | 33 | 35 | 52 | 56 | 17 | 15 | 24 | 17 | 40 |
| | 4% | 5% | 7% | 7% | 2% | 2% | 3% | 2% | 5% |
| | EFH | EFH | AbEFGH | ABEFGHi | | | | | EFGH |
| Fairly acceptable | 217 | 161 | 296 | 240 | 70 | 29 | 51 | 50 | 196 |
| | 29% | 21% | 39% | 32% | 9% | 4% | 7% | 7% | 26% |
| | BEFGH | EFGH | ABDEFGHI | BEFGHI | Fgh | | F | F | BEFGH |
| Not very acceptable | 329 | 282 | 278 | 287 | 239 | 96 | 179 | 154 | 275 |
| | 44% | 38% | 37% | 38% | 32% | 13% | 24% | 21% | 37% |
| | BCDEFGHI | EFGH | EFGH | EFGH | FGH | | F | F | EFGH |
| Totally unacceptable | 150 | 251 | 101 | 149 | 401 | 588 | 475 | 510 | 209 |
| | 20% | 34% | 14% | 20% | 54% | 78% | 63% | 68% | 28% |
| | C | ACDI | | C | ABCDI | ABCDEGHI | ABCDEI | ABCDEgl | ACD |
| Don't know | 20 | 21 | 23 | 19 | 23 | 22 | 22 | 19 | 30 |
| | 3% | 3% | 3% | 3% | 3% | 3% | 3% | 3% | 4% |
| NETS | | | | | | | | | |
| Net: Acceptable | 250 | 196 | 347 | 296 | 87 | 44 | 75 | 67 | 236 |
| | 33% | 26% | 46% | 39% | 12% | 6% | 10% | 9% | 31% |
| | BEFGH | EFGH | ABDEFGHI | ABEFGHI | Fh | | F | F | BEFGH |
| Net: Unacceptable | 480 | 533 | 379 | 435 | 640 | 684 | 653 | 664 | 484 |
| | 64% | 71% | 51% | 58% | 85% | 91% | 87% | 89% | 65% |
| | CD | ACDI | | C | ABCDI | ABCDEGHI | ABCDI | ABCDeI | CD |

Columns Tested: A,B,C,D,E,F,G,H,I

IBE Ethics at Work survey – European research - France

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

| | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|-------------------------|-------|----------|---------|-----------|----------|-----------|---------------|-------------|-------------|-------------|-------------|----------------|-----------|-------------------------------|-----------|------------|----------------|----------------------------|-----------|
| | | | | | | | Ile de France | North -east | North -west | South -west | South -east | | | Public and Third/ Volun -tary | Pri- vate | Man- agers | Non- man agers | | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | | | | | | Full time | Part time | | | | | Aware | Un- aware |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| Unweighted Total | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| Weighted Total | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Totally acceptable | 33 | 18 | 15 | 15 | 17 | 1 | 11 | 8 | 3 | 3 | 8 | 30 | 3 | 9 | 24 | 13 | 20 | 20 | 13 |
| | 4% | 5% | 4% | 6% | 4% | 1% | 7% | 4% | 2% | 4% | 4% | 5% | 3% | 3% | 5% | 5% | 4% | 9% | 2% |
| | | | | E | e | | h | | | | | | | | | | | R | |
| Fairly acceptable | 217 | 123 | 95 | 87 | 116 | 14 | 52 | 59 | 36 | 30 | 40 | 194 | 23 | 82 | 136 | 72 | 146 | 75 | 143 |
| | 29% | 32% | 26% | 37% | 29% | 12% | 34% | 28% | 28% | 37% | 22% | 30% | 23% | 31% | 28% | 29% | 29% | 33% | 27% |
| | | b | | DE | E | | J | | | J | | | | | | | | r | |
| Not very acceptable | 329 | 166 | 164 | 99 | 168 | 63 | 63 | 94 | 59 | 27 | 87 | 283 | 47 | 118 | 211 | 103 | 227 | 87 | 243 |
| | 44% | 43% | 45% | 42% | 42% | 55% CD | 42% | 45% i | 47% I | 32% | 48% I | 43% | 47% | 45% | 44% | 42% | 45% | 39% | 46% q |
| Totally unacceptable | 150 | 75 | 75 | 25 | 91 | 35 | 22 | 44 | 25 | 20 | 39 | 127 | 23 | 49 | 101 | 53 | 97 | 41 | 109 |
| | 20% | 19% | 21% | 11% | 23% C | 30% C | 15% | 21% | 20% | 24% f | 22% | 20% | 23% | 18% | 21% | 22% | 19% | 18% | 21% |
| Don't know | 20 | 5 | 15 | 8 | 10 | 2 | 2 | 5 | 4 | 3 | 6 | 17 | 3 | 8 | 12 | 3 | 17 | 1 | 19 |
| | 3% | 1% | 4% A | 3% | 2% | 2% | 1% | 2% | 3% | 4% | 3% | 3% | 3% | 3% | 2% | 1% | 3% o | * | 4% Q |
| NETS | | | | | | | | | | | | | | | | | | | |
| Net: Acceptable | 250 | 141 | 110 | 102 | 133 | 15 | 62 | 67 | 39 | 33 | 48 | 224 | 26 | 91 | 160 | 85 | 166 | 95 | 156 |
| | 33% | 36% b | 30% | 44% DE | 33% E | 13% | 42% ghJ | 32% | 31% | 40% J | 27% | 34% | 26% | 34% | 33% | 35% | 33% | 42% R | 30% |
| Net: Unacceptable | 480 | 240 | 239 | 124 | 259 | 97 | 86 | 138 | 84 | 46 | 126 | 410 | 70 | 167 | 312 | 156 | 324 | 128 | 352 |
| | 64% | 62% | 66% | 53% | 64% C | 85% CD | 57% | 66% | 66% | 56% | 70% FI | 63% | 71% | 63% | 65% | 64% | 64% | 57% | 67% Q |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

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

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|-------------------------|-------|---|------|-----------------------------|------|-----------------------|---------------|--|--|---|---|
| | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J |
| Unweighted Total | 750 | 108 | 642 | 117 | 633 | 106 | 644 | 120 | 167 | 157 | 306 |
| Weighted Total | 750 | 109 | 641 | 117 | 633 | 107 | 643 | 121 | 167 | 156 | 305 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Totally acceptable | 33 | 14 | 19 | 7 | 26 | 3 | 30 | 5 | 10 | 5 | 13 |
| | 4% | 13% | 3% | 6% | 4% | 3% | 5% | 4% | 6% | 3% | 4% |
| | | B | | | | | | | | | |
| Fairly acceptable | 217 | 33 | 184 | 26 | 191 | 33 | 184 | 36 | 53 | 41 | 88 |
| | 29% | 30% | 29% | 22% | 30% | 31% | 29% | 30% | 32% | 26% | 29% |
| | | | | c | | | | | | | |
| Not very acceptable | 329 | 43 | 286 | 50 | 279 | 49 | 281 | 55 | 60 | 84 | 131 |
| | 44% | 40% | 45% | 43% | 44% | 45% | 44% | 45% | 36% | 54% | 43% |
| | | | | | | | h | | | FHJ | |
| Totally unacceptable | 150 | 16 | 134 | 33 | 117 | 20 | 130 | 23 | 39 | 25 | 63 |
| | 20% | 15% | 21% | 28% | 19% | 19% | 20% | 19% | 23% | 16% | 21% |
| | | | | D | | | | | i | | |
| Don't know | 20 | 2 | 18 | 1 | 19 | 2 | 18 | 2 | 5 | 2 | 11 |
| | 3% | 2% | 3% | 1% | 3% | 2% | 3% | 2% | 3% | 1% | 4% |
| NETS | | | | | | | | | | | |
| Net: Acceptable | 250 | 47 | 203 | 33 | 217 | 36 | 214 | 41 | 63 | 45 | 101 |
| | 33% | 43% | 32% | 28% | 34% | 34% | 33% | 34% | 38% | 29% | 33% |
| | | B | | | | | | | | | |
| Net: Unacceptable | 480 | 59 | 420 | 83 | 397 | 69 | 411 | 78 | 99 | 109 | 194 |
| | 64% | 55% | 66% | 71% | 63% | 64% | 64% | 64% | 59% | 70% | 63% |
| | | A | | d | | | | | | h | |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

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

| | EMPLOYEE ETHICS | | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|-------------------------|-----------------|--------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | Total | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | a | b | c | d | e | f | g | h |
| Significance Level: 95% | | A | B | C | D | E | F | G | H |
| Unweighted Total | 750 | 174 | 279 | 88 | 233 | 180 | 56 | 380 | 244 |
| Weighted Total | 750 | 175 | 278 | 88 | 233 | 180 | 56 | 380 | 244 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Totally acceptable | 33 | - | 30 | 5 | 11 | 11 | 5 | 22 | 7 |
| | 4% | - | 11% | 6% | 5% | 6% | 9% | 6% | 3% |
| | | | A | | | | H | h | |
| Fairly acceptable | 217 | - | 163 | 17 | 62 | 64 | 17 | 111 | 78 |
| | 29% | - | 58% | 19% | 27% | 35% | 30% | 29% | 32% |
| | | | A | | | Cd | | | |
| Not very acceptable | 329 | 105 | 67 | 39 | 102 | 69 | 22 | 167 | 107 |
| | 44% | 60% | 24% | 44% | 44% | 38% | 39% | 44% | 44% |
| | | B | | | | | | | |
| Totally unacceptable | 150 | 69 | 15 | 26 | 57 | 34 | 10 | 77 | 48 |
| | 20% | 40% | 5% | 30% | 24% | 19% | 18% | 20% | 20% |
| | | B | | e | | | | | |
| Don't know | 20 | - | 4 | 1 | 1 | 2 | 2 | 4 | 4 |
| | 3% | - | 1% | 1% | * | 1% | 4% | 1% | 2% |
| NETS | | | | | | | | | |
| Net: Acceptable | 250 | - | 192 | 22 | 73 | 75 | 22 | 133 | 85 |
| | 33% | - | 69% | 25% | 31% | 42% | 39% | 35% | 35% |
| | | | A | | | CD | | | |
| Net: Unacceptable | 480 | 175 | 82 | 65 | 159 | 103 | 32 | 244 | 155 |
| | 64% | 100% | 29% | 74% | 68% | 57% | 57% | 64% | 64% |
| | | B | | E | E | | | | |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

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

| | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|-------------------------|-------|--------|--------|-------|-------|------|---------------|------------|------------|------------|------------|----------------|-----------|------------------------------|----------|-----------|---------------|----------------------------|----------|
| | | | | | | | Ile de France | North-east | North-west | South-west | South-east | | | Public and Third/ Volun-tary | Pri-vate | Man-agers | Non-man-agers | | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | | | | | | Full time | Part time | | | | | Aware | Un-aware |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| Unweighted Total | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| Weighted Total | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Totally acceptable | 35 | 20 | 15 | 12 | 20 | 3 | 16 | 7 | 4 | 4 | 4 | 30 | 5 | 6 | 29 | 17 | 18 | 14 | 21 |
| | 5% | 5% | 4% | 5% | 5% | 3% | 10% | 3% | 3% | 5% | 2% | 5% | 5% | 2% | 6% | 7% | 4% | 6% | 4% |
| | | | | | | | GHJ | | | | | | | | M | P | | | |
| Fairly acceptable | 161 | 98 | 63 | 62 | 83 | 16 | 33 | 44 | 23 | 16 | 45 | 146 | 15 | 50 | 111 | 64 | 97 | 52 | 109 |
| | 21% | 25% | 17% | 27% | 21% | 14% | 22% | 21% | 18% | 19% | 25% | 22% | 15% | 19% | 23% | 26% | 19% | 23% | 21% |
| | | B | | dE | | | | | | | | | | | P | P | | | |
| Not very acceptable | 282 | 147 | 136 | 96 | 138 | 48 | 58 | 78 | 53 | 30 | 63 | 240 | 42 | 99 | 183 | 87 | 195 | 75 | 207 |
| | 38% | 38% | 37% | 41% | 34% | 42% | 39% | 37% | 42% | 37% | 35% | 37% | 42% | 37% | 38% | 36% | 39% | 34% | 39% |
| | | | | d | | | | | | | | | | | | | | | |
| Totally unacceptable | 251 | 116 | 135 | 52 | 154 | 46 | 41 | 77 | 43 | 31 | 59 | 216 | 35 | 102 | 149 | 73 | 178 | 79 | 172 |
| | 34% | 30% | 37% | 22% | 38% | 40% | 27% | 37% | 34% | 37% | 33% | 33% | 35% | 38% | 31% | 30% | 35% | 35% | 33% |
| | | A | | C | C | | f | | | | | | | N | | | | | |
| Don't know | 21 | 6 | 15 | 11 | 8 | 2 | 2 | 4 | 4 | 2 | 9 | 19 | 2 | 9 | 12 | 3 | 18 | 3 | 18 |
| | 3% | 2% | 4% | 5% | 2% | 2% | 1% | 2% | 3% | 2% | 5% | 3% | 2% | 3% | 2% | 1% | 4% | 1% | 3% |
| | | A | | d | | | | | | | f | | | | | o | | | |
| NETS | | | | | | | | | | | | | | | | | | | |
| Net: Acceptable | 196 | 118 | 78 | 74 | 102 | 19 | 49 | 51 | 27 | 20 | 49 | 176 | 20 | 56 | 140 | 81 | 115 | 66 | 130 |
| | 26% | 30% | 21% | 32% | 25% | 17% | 32% | 24% | 21% | 24% | 27% | 27% | 20% | 21% | 29% | 33% | 23% | 30% | 25% |
| | | B | | dE | e | | gH | | | | | | | | M | P | | | |
| Net: Unacceptable | 533 | 263 | 271 | 148 | 292 | 93 | 99 | 155 | 96 | 61 | 122 | 456 | 77 | 201 | 332 | 160 | 373 | 154 | 379 |
| | 71% | 68% | 74% | 64% | 73% | 81% | 66% | 74% | 76% | 74% | 68% | 70% | 78% | 76% | 69% | 66% | 74% | 69% | 72% |
| | | a | | C | Cd | | f | | | | | | | N | O | | | | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

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

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|-------------------------|-------|---|------|-----------------------------|------|-----------------------|---------------|--|--|---|---|
| | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J |
| Unweighted Total | 750 | 108 | 642 | 117 | 633 | 106 | 644 | 120 | 167 | 157 | 306 |
| Weighted Total | 750 | 109 | 641 | 117 | 633 | 107 | 643 | 121 | 167 | 156 | 305 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Totally acceptable | 35 | 9 | 26 | 6 | 29 | 4 | 31 | 5 | 11 | 7 | 12 |
| | 5% | 8% | 4% | 5% | 5% | 4% | 5% | 4% | 6% | 4% | 4% |
| | | B | | | | | | | | | |
| Fairly acceptable | 161 | 33 | 128 | 34 | 127 | 22 | 139 | 25 | 35 | 44 | 57 |
| | 21% | 31% | 20% | 29% | 20% | 21% | 22% | 21% | 21% | 28% | 19% |
| | | B | | D | | | | | | fJ | |
| Not very acceptable | 282 | 37 | 245 | 41 | 241 | 44 | 238 | 50 | 61 | 56 | 115 |
| | 38% | 34% | 38% | 35% | 38% | 41% | 37% | 42% | 37% | 36% | 38% |
| Totally unacceptable | 251 | 27 | 224 | 36 | 215 | 34 | 217 | 39 | 54 | 47 | 112 |
| | 34% | 25% | 35% | 31% | 34% | 32% | 34% | 32% | 32% | 30% | 37% |
| | | A | | | | | | | | | |
| Don't know | 21 | 2 | 19 | - | 21 | 2 | 19 | 2 | 6 | 3 | 10 |
| | 3% | 2% | 3% | - | 3% | 2% | 3% | 2% | 4% | 2% | 3% |
| | | | | C | | | | | | | |
| NETS | | | | | | | | | | | |
| Net: Acceptable | 196 | 42 | 154 | 40 | 156 | 26 | 170 | 30 | 46 | 51 | 69 |
| | 26% | 39% | 24% | 34% | 25% | 24% | 26% | 25% | 28% | 33% | 22% |
| | | B | | D | | | | | | J | |
| Net: Unacceptable | 533 | 64 | 469 | 77 | 456 | 79 | 455 | 89 | 115 | 103 | 227 |
| | 71% | 59% | 73% | 66% | 72% | 74% | 71% | 73% | 69% | 66% | 74% |
| | | | A | | | | | | | | i |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

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

| | EMPLOYEE ETHICS | | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|-------------------------|-----------------|--------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | Total | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | a | b | c | d | e | f | g | h |
| Significance Level: 95% | | A | B | C | D | E | F | G | H |
| Unweighted Total | 750 | 174 | 279 | 88 | 233 | 180 | 56 | 380 | 244 |
| Weighted Total | 750 | 175 | 278 | 88 | 233 | 180 | 56 | 380 | 244 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Totally acceptable | 35 | - | 31 | 6 | 11 | 10 | 3 | 19 | 13 |
| | 5% | - | 11% | 7% | 5% | 6% | 5% | 5% | 5% |
| | | | A | | | | | | |
| Fairly acceptable | 161 | - | 131 | 18 | 55 | 32 | 16 | 89 | 49 |
| | 21% | - | 47% | 21% | 24% | 18% | 28% | 23% | 20% |
| | | | A | | | | | | |
| Not very acceptable | 282 | 70 | 83 | 26 | 76 | 72 | 19 | 137 | 94 |
| | 38% | 40% | 30% | 29% | 33% | 40% | 34% | 36% | 39% |
| | | B | | | | c | | | |
| Totally unacceptable | 251 | 104 | 30 | 38 | 91 | 60 | 18 | 131 | 84 |
| | 34% | 60% | 11% | 43% | 39% | 33% | 32% | 34% | 34% |
| | | B | | | | | | | |
| Don't know | 21 | - | 4 | - | - | 6 | - | 5 | 4 |
| | 3% | - | 1% | - | - | 3% | - | 1% | 2% |
| | | | | | | cD | | | |
| NETS | | | | | | | | | |
| Net: Acceptable | 196 | - | 162 | 24 | 66 | 42 | 19 | 108 | 62 |
| | 26% | - | 58% | 27% | 28% | 23% | 34% | 28% | 25% |
| | | | A | | | | | | |
| Net: Unacceptable | 533 | 175 | 113 | 64 | 167 | 132 | 37 | 268 | 178 |
| | 71% | 100% | 41% | 73% | 72% | 73% | 66% | 70% | 73% |
| | | B | | | | | | | |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

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

| | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|-------------------------|-------|--------|--------|-------|-------|------|---------------|-------------|-------------|-------------|-------------|----------------|-----------|-------------------------------|-----------|------------|-----------------|----------------------------|-----------|
| | Total | Male | Female | 16-34 | 35-54 | 55+ | Ile de France | North -east | North -west | South -west | South -east | Full time | Part time | Public and Third/ Volun -tary | Pri- vate | Man- agers | Non- man- agers | Aware | Un- aware |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| Unweighted Total | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| Weighted Total | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Totally acceptable | 52 | 34 | 18 | 17 | 30 | 5 | 15 | 15 | 7 | 5 | 10 | 47 | 5 | 13 | 39 | 24 | 28 | 23 | 29 |
| | 7% | 9% | 5% | 7% | 7% | 4% | 10% | 7% | 5% | 6% | 6% | 7% | 5% | 5% | 8% | 10% | 6% | 10% | 5% |
| | | B | | | | | | | | | | | | | | P | | R | |
| Fairly acceptable | 296 | 151 | 144 | 99 | 159 | 37 | 70 | 77 | 40 | 31 | 76 | 256 | 40 | 100 | 195 | 101 | 194 | 91 | 204 |
| | 39% | 39% | 40% | 42% | 40% | 33% | 47% | 37% | 32% | 38% | 42% | 39% | 40% | 38% | 40% | 42% | 38% | 41% | 39% |
| | | | | e | | | gH | | | | h | | | | | | | | |
| Not very acceptable | 278 | 149 | 129 | 85 | 148 | 46 | 50 | 71 | 58 | 35 | 63 | 246 | 32 | 101 | 177 | 87 | 191 | 78 | 200 |
| | 37% | 39% | 35% | 36% | 37% | 40% | 33% | 34% | 46% | 43% | 35% | 38% | 32% | 38% | 37% | 36% | 38% | 35% | 38% |
| | | | | | | | | | FGj | | | | | | | | | | |
| Totally unacceptable | 101 | 44 | 57 | 25 | 53 | 23 | 15 | 40 | 16 | 9 | 22 | 84 | 17 | 44 | 57 | 26 | 75 | 29 | 72 |
| | 14% | 12% | 16% | 11% | 13% | 20% | 10% | 19% | 13% | 11% | 12% | 13% | 17% | 17% | 12% | 11% | 15% | 13% | 14% |
| | | | a | | | Cd | | Fij | | | | | | n | | | | | |
| Don't know | 23 | 7 | 16 | 8 | 12 | 3 | 1 | 6 | 6 | 2 | 8 | 18 | 5 | 8 | 15 | 5 | 18 | 2 | 21 |
| | 3% | 2% | 4% | 3% | 3% | 3% | 1% | 3% | 5% | 2% | 4% | 3% | 5% | 3% | 3% | 2% | 4% | 1% | 4% |
| | | | A | | | | | | F | | F | | | | | | | | Q |
| NETS | | | | | | | | | | | | | | | | | | | |
| Net: Acceptable | 347 | 185 | 162 | 116 | 189 | 43 | 85 | 93 | 47 | 36 | 86 | 302 | 45 | 113 | 234 | 125 | 222 | 114 | 233 |
| | 46% | 48% | 45% | 50% | 47% | 37% | 57% | 44% | 37% | 44% | 48% | 46% | 45% | 43% | 48% | 51% | 44% | 51% | 44% |
| | | | | E | e | | GHi | | | | h | | | | | p | | r | |
| Net: Unacceptable | 379 | 194 | 186 | 110 | 201 | 69 | 64 | 111 | 74 | 44 | 86 | 330 | 49 | 145 | 235 | 113 | 266 | 107 | 272 |
| | 51% | 50% | 51% | 47% | 50% | 60% | 43% | 53% | 58% | 54% | 48% | 51% | 50% | 54% | 48% | 46% | 53% | 48% | 52% |
| | | | | | | Cd | | f | Fj | | | | | | | | | | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

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

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|-------------------------|-------|---|------|-----------------------------|------|-----------------------|---------------|--|--|---|---|
| | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J |
| Unweighted Total | 750 | 108 | 642 | 117 | 633 | 106 | 644 | 120 | 167 | 157 | 306 |
| Weighted Total | 750 | 109 | 641 | 117 | 633 | 107 | 643 | 121 | 167 | 156 | 305 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Totally acceptable | 52 | 14 | 38 | 9 | 43 | 10 | 42 | 11 | 12 | 15 | 14 |
| | 7% | 13% | 6% | 8% | 7% | 9% | 7% | 9% | 7% | 9% | 5% |
| | | B | | | | j | | j | | J | |
| Fairly acceptable | 296 | 41 | 254 | 44 | 252 | 37 | 258 | 42 | 65 | 69 | 120 |
| | 39% | 38% | 40% | 37% | 40% | 35% | 40% | 35% | 39% | 44% | 39% |
| Not very acceptable | 278 | 43 | 235 | 49 | 229 | 41 | 237 | 46 | 59 | 55 | 118 |
| | 37% | 40% | 37% | 42% | 36% | 39% | 37% | 38% | 35% | 35% | 39% |
| Totally unacceptable | 101 | 8 | 93 | 14 | 87 | 16 | 85 | 17 | 25 | 15 | 44 |
| | 14% | 7% | 15% | 12% | 14% | 15% | 13% | 14% | 15% | 10% | 14% |
| | | A | | | | | | | | | |
| Don't know | 23 | 2 | 21 | 1 | 22 | 2 | 21 | 4 | 6 | 3 | 10 |
| | 3% | 2% | 3% | 1% | 3% | 2% | 3% | 3% | 4% | 2% | 3% |
| NETS | | | | | | | | | | | |
| Net: Acceptable | 347 | 55 | 292 | 53 | 295 | 47 | 300 | 53 | 77 | 83 | 134 |
| | 46% | 51% | 46% | 45% | 47% | 44% | 47% | 44% | 46% | 53% | 44% |
| | | | | | | | | | | j | |
| Net: Unacceptable | 379 | 51 | 328 | 63 | 316 | 58 | 322 | 64 | 84 | 70 | 162 |
| | 51% | 47% | 51% | 54% | 50% | 54% | 50% | 53% | 50% | 45% | 53% |
| | | | | | | | | | | i | |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

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

| | EMPLOYEE ETHICS | | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|-------------------------|-----------------|--------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | Total | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | a | b | c | d | e | f | g | h |
| Significance Level: 95% | | A | B | C | D | E | F | G | H |
| Unweighted Total | 750 | 174 | 279 | 88 | 233 | 180 | 56 | 380 | 244 |
| Weighted Total | 750 | 175 | 278 | 88 | 233 | 180 | 56 | 380 | 244 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Totally acceptable | 52 | - | 43 | 8 | 19 | 19 | 6 | 28 | 20 |
| | 7% | - | 15% | 9% | 8% | 11% | 11% | 7% | 8% |
| | | | A | | | | | | |
| Fairly acceptable | 296 | - | 192 | 24 | 73 | 77 | 18 | 149 | 103 |
| | 39% | - | 69% | 27% | 31% | 43% | 32% | 39% | 42% |
| | | | A | | | CD | | | |
| Not very acceptable | 278 | 115 | 35 | 37 | 103 | 54 | 20 | 144 | 87 |
| | 37% | 66% | 13% | 42% | 44% | 30% | 36% | 38% | 36% |
| | | B | | e | E | | | | |
| Totally unacceptable | 101 | 59 | 6 | 19 | 37 | 25 | 11 | 57 | 28 |
| | 14% | 34% | 2% | 22% | 16% | 14% | 20% | 15% | 11% |
| | | B | | | | | h | | |
| Don't know | 23 | - | 2 | - | 1 | 5 | 1 | 2 | 6 |
| | 3% | - | 1% | - | * | 3% | 2% | 1% | 2% |
| | | | | | | D | | | G |
| NETS | | | | | | | | | |
| Net: Acceptable | 347 | - | 235 | 32 | 92 | 96 | 24 | 177 | 123 |
| | 46% | - | 85% | 36% | 39% | 53% | 43% | 46% | 50% |
| | | | A | | | CD | | | |
| Net: Unacceptable | 379 | 175 | 41 | 56 | 140 | 79 | 31 | 202 | 115 |
| | 51% | 100% | 15% | 64% | 60% | 44% | 56% | 53% | 47% |
| | | B | | E | E | | | | |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

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

| | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|-------------------------|-------|--------|--------|-------|-------|------|---------------|-------------|-------------|-------------|-------------|----------------|-----------|-------------------------------|-----------|------------|----------------|----------------------------|-----------|
| | Total | Male | Female | 16-34 | 35-54 | 55+ | Ile de France | North -east | North -west | South -west | South -east | Full time | Part time | Public and Third/ Volun -tary | Pri- vate | Man- agers | Non- man agers | Aware | Un- aware |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| Unweighted Total | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| Weighted Total | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Totally acceptable | 56 | 36 | 20 | 19 | 31 | 6 | 19 | 12 | 9 | 5 | 11 | 51 | 5 | 24 | 32 | 28 | 28 | 21 | 35 |
| | 7% | 9% | 5% | 8% | 8% | 5% | 12% | 6% | 7% | 6% | 6% | 8% | 5% | 9% | 7% | 11% | 6% | 9% | 7% |
| | | B | | | | | Gj | | | | | | | | | P | | | |
| Fairly acceptable | 240 | 127 | 114 | 90 | 123 | 27 | 65 | 60 | 27 | 23 | 64 | 213 | 27 | 82 | 158 | 86 | 154 | 77 | 163 |
| | 32% | 33% | 31% | 39% | 31% | 24% | 44% | 29% | 21% | 28% | 36% | 33% | 27% | 31% | 33% | 35% | 30% | 34% | 31% |
| | | | | DE | | | GHI | | | | H | | | | | | | | |
| Not very acceptable | 287 | 150 | 137 | 77 | 154 | 56 | 47 | 80 | 63 | 37 | 60 | 245 | 42 | 94 | 193 | 83 | 203 | 69 | 218 |
| | 38% | 39% | 38% | 33% | 38% | 49% | 31% | 38% | 50% | 44% | 34% | 38% | 42% | 35% | 40% | 34% | 40% | 31% | 41% |
| | | | | | | Cd | | | FGJ | Fj | | | | | | | | Q | |
| Totally unacceptable | 149 | 69 | 80 | 41 | 84 | 23 | 18 | 55 | 24 | 15 | 37 | 126 | 23 | 61 | 87 | 43 | 105 | 54 | 94 |
| | 20% | 18% | 22% | 18% | 21% | 20% | 12% | 26% | 19% | 18% | 21% | 19% | 23% | 23% | 18% | 18% | 21% | 24% | 18% |
| | | | | | | | F | f | | F | F | | | | | | | R | |
| Don't know | 19 | 5 | 14 | 7 | 10 | 2 | 2 | 3 | 4 | 3 | 7 | 17 | 2 | 5 | 14 | 3 | 16 | 2 | 17 |
| | 3% | 1% | 4% | 3% | 2% | 2% | 1% | 1% | 3% | 4% | 4% | 3% | 2% | 2% | 3% | 1% | 3% | 1% | 3% |
| | | | A | | | | | | | | | | | | | | | | q |
| NETS | | | | | | | | | | | | | | | | | | | |
| Net: Acceptable | 296 | 163 | 133 | 109 | 154 | 33 | 84 | 72 | 36 | 28 | 75 | 264 | 32 | 106 | 190 | 114 | 182 | 98 | 198 |
| | 39% | 42% | 37% | 47% | 38% | 29% | 56% | 34% | 28% | 34% | 42% | 41% | 32% | 40% | 39% | 47% | 36% | 44% | 38% |
| | | | | DE | e | | GHIJ | | | | H | | | | | P | | | |
| Net: Unacceptable | 435 | 219 | 217 | 118 | 238 | 79 | 64 | 135 | 87 | 51 | 98 | 370 | 65 | 155 | 280 | 126 | 309 | 123 | 312 |
| | 58% | 57% | 60% | 50% | 59% | 69% | 43% | 64% | 69% | 62% | 54% | 57% | 66% | 58% | 58% | 52% | 61% | 55% | 59% |
| | | | | | C | Cd | | Fj | FJ | F | F | | | | | O | | | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

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

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|-------------------------|-------|---|------|-----------------------------|------|-----------------------|---------------|--|--|---|---|
| | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J |
| Unweighted Total | 750 | 108 | 642 | 117 | 633 | 106 | 644 | 120 | 167 | 157 | 306 |
| Weighted Total | 750 | 109 | 641 | 117 | 633 | 107 | 643 | 121 | 167 | 156 | 305 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Totally acceptable | 56 | 17 | 39 | 11 | 45 | 6 | 50 | 8 | 11 | 13 | 24 |
| | 7% | 16% | 6% | 9% | 7% | 6% | 8% | 7% | 7% | 8% | 8% |
| | | B | | | | | | | | | |
| Fairly acceptable | 240 | 42 | 198 | 32 | 208 | 27 | 213 | 33 | 49 | 62 | 97 |
| | 32% | 39% | 31% | 27% | 33% | 25% | 33% | 27% | 29% | 39% | 32% |
| | | | | | | | | | | EGh | |
| Not very acceptable | 287 | 30 | 256 | 52 | 234 | 45 | 241 | 48 | 68 | 57 | 113 |
| | 38% | 28% | 40% | 45% | 37% | 43% | 38% | 40% | 41% | 36% | 37% |
| | | | A | | | | | | | | |
| Totally unacceptable | 149 | 18 | 130 | 20 | 128 | 25 | 123 | 28 | 35 | 21 | 64 |
| | 20% | 17% | 20% | 17% | 20% | 24% | 19% | 23% | 21% | 13% | 21% |
| | | | | | | I | i | I | i | | I |
| Don't know | 19 | 1 | 18 | 2 | 17 | 3 | 16 | 3 | 4 | 4 | 8 |
| | 3% | 1% | 3% | 2% | 3% | 3% | 2% | 2% | 2% | 3% | 3% |
| NETS | | | | | | | | | | | |
| Net: Acceptable | 296 | 59 | 237 | 43 | 253 | 33 | 263 | 41 | 60 | 74 | 121 |
| | 39% | 55% | 37% | 37% | 40% | 31% | 41% | 34% | 36% | 48% | 39% |
| | | B | | | | | e | | | EGHj | |
| Net: Unacceptable | 435 | 48 | 387 | 72 | 363 | 71 | 364 | 77 | 103 | 78 | 177 |
| | 58% | 45% | 60% | 62% | 57% | 66% | 57% | 64% | 62% | 50% | 58% |
| | | | A | | | fl | | I | I | | |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

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

| | EMPLOYEE ETHICS | | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|-------------------------|-----------------|--------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | Total | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | a | b | c | d | e | f | g | h |
| Significance Level: 95% | | A | B | C | D | E | F | G | H |
| Unweighted Total | 750 | 174 | 279 | 88 | 233 | 180 | 56 | 380 | 244 |
| Weighted Total | 750 | 175 | 278 | 88 | 233 | 180 | 56 | 380 | 244 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Totally acceptable | 56 | - | 50 | 6 | 14 | 17 | 7 | 27 | 25 |
| | 7% | - | 18% | 7% | 6% | 9% | 12% | 7% | 10% |
| | | | A | | | | | | |
| Fairly acceptable | 240 | - | 172 | 21 | 62 | 64 | 12 | 124 | 89 |
| | 32% | - | 62% | 24% | 27% | 35% | 21% | 32% | 36% |
| | | | A | | | cd | | f | F |
| Not very acceptable | 287 | 95 | 46 | 36 | 104 | 59 | 16 | 144 | 86 |
| | 38% | 54% | 17% | 41% | 45% | 33% | 29% | 38% | 35% |
| | | B | | | E | | | | |
| Totally unacceptable | 149 | 79 | 9 | 25 | 52 | 38 | 19 | 85 | 41 |
| | 20% | 46% | 3% | 28% | 22% | 21% | 34% | 22% | 17% |
| | | B | | | | | gH | | |
| Don't know | 19 | - | 1 | - | 1 | 2 | 2 | 2 | 3 |
| | 3% | - | * | - | * | 1% | 3% | 1% | 1% |
| | | | | | | | G | | |
| NETS | | | | | | | | | |
| Net: Acceptable | 296 | - | 222 | 27 | 76 | 81 | 19 | 150 | 114 |
| | 39% | - | 80% | 31% | 33% | 45% | 34% | 40% | 47% |
| | | | A | | | CD | | | fg |
| Net: Unacceptable | 435 | 175 | 55 | 61 | 156 | 97 | 35 | 228 | 127 |
| | 58% | 100% | 20% | 69% | 67% | 54% | 63% | 60% | 52% |
| | | B | | E | E | | | h | |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

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

| | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|-------------------------|-------|--------|--------|-------|-------|------|---------------|------------|------------|------------|------------|----------------|-----------|------------------------------|----------|-----------|---------------|----------------------------|---------|
| | | | | | | | Ile de France | North-east | North-west | South-west | South-east | | | Public and Third/ Volun-tary | Pri-vate | Man-agers | Non-man-agers | | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | | | | | | Full time | Part time | | | | | Aware | Un-ware |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| Unweighted Total | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| Weighted Total | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Totally acceptable | 17 | 11 | 6 | 6 | 10 | 1 | 6 | 5 | 1 | 1 | 4 | 14 | 3 | 5 | 12 | 7 | 10 | 7 | 10 |
| | 2% | 3% | 2% | 3% | 2% | 1% | 4% | 2% | 1% | 1% | 2% | 2% | 3% | 2% | 2% | 3% | 2% | 3% | 2% |
| | | | | | | | h | | | | | | | | | | | | |
| Fairly acceptable | 70 | 46 | 24 | 34 | 31 | 5 | 18 | 20 | 8 | 3 | 21 | 62 | 8 | 21 | 49 | 24 | 46 | 22 | 48 |
| | 9% | 12% | 7% | 15% | 8% | 4% | 12% | 10% | 6% | 4% | 12% | 10% | 8% | 8% | 10% | 10% | 9% | 10% | 9% |
| | | B | | DE | | | I | i | | | I | | | | | | | | |
| Not very acceptable | 239 | 124 | 115 | 91 | 116 | 32 | 51 | 65 | 43 | 30 | 49 | 206 | 33 | 73 | 166 | 83 | 156 | 75 | 164 |
| | 32% | 32% | 31% | 39% | 29% | 28% | 34% | 31% | 34% | 37% | 27% | 32% | 33% | 27% | 34% | 34% | 31% | 34% | 31% |
| | | | | De | | | | | | | | | | | m | | | | |
| Totally unacceptable | 401 | 196 | 206 | 93 | 235 | 73 | 73 | 116 | 71 | 44 | 97 | 349 | 52 | 156 | 245 | 124 | 277 | 116 | 285 |
| | 54% | 51% | 57% | 40% | 59% | 64% | 49% | 55% | 56% | 54% | 54% | 54% | 53% | 59% | 51% | 51% | 55% | 52% | 54% |
| | | | | C | C | | | | | | | | | N | | | | | |
| Don't know | 23 | 9 | 14 | 10 | 10 | 3 | 3 | 3 | 4 | 4 | 9 | 20 | 3 | 11 | 12 | 6 | 17 | 3 | 20 |
| | 3% | 2% | 4% | 4% | 2% | 3% | 2% | 1% | 3% | 5% | 5% | 3% | 3% | 4% | 2% | 2% | 3% | 1% | 4% |
| | | | | | | | | | | G | | | | | | | | | q |
| NETS | | | | | | | | | | | | | | | | | | | |
| Net: Acceptable | 87 | 57 | 30 | 40 | 41 | 6 | 23 | 26 | 9 | 4 | 25 | 76 | 11 | 26 | 61 | 31 | 56 | 29 | 58 |
| | 12% | 15% | 8% | 17% | 10% | 5% | 16% | 12% | 7% | 5% | 14% | 12% | 11% | 10% | 13% | 13% | 11% | 13% | 11% |
| | | B | | DE | | | HI | i | | | hl | | | | | | | | |
| Net: Unacceptable | 640 | 320 | 320 | 183 | 351 | 106 | 124 | 181 | 114 | 75 | 146 | 555 | 85 | 229 | 411 | 207 | 433 | 191 | 449 |
| | 85% | 83% | 88% | 79% | 87% | 92% | 82% | 86% | 90% | 91% | 81% | 85% | 86% | 86% | 85% | 85% | 86% | 86% | 85% |
| | | | A | | C | C | | | fJ | fj | | | | | | | | | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

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

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|-------------------------|-------|---|------|-----------------------------|------|-----------------------|---------------|--|--|---|---|
| | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J |
| Unweighted Total | 750 | 108 | 642 | 117 | 633 | 106 | 644 | 120 | 167 | 157 | 306 |
| Weighted Total | 750 | 109 | 641 | 117 | 633 | 107 | 643 | 121 | 167 | 156 | 305 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Totally acceptable | 17 | 6 | 11 | 6 | 11 | 1 | 16 | 2 | 3 | 3 | 9 |
| | 2% | 6% | 2% | 5% | 2% | 1% | 2% | 2% | 2% | 2% | 3% |
| | | B | | D | | | | | | | |
| Fairly acceptable | 70 | 15 | 55 | 10 | 60 | 7 | 63 | 8 | 24 | 14 | 24 |
| | 9% | 14% | 9% | 9% | 9% | 7% | 10% | 7% | 14% | 9% | 8% |
| | | b | | | | | | | EfGJ | | |
| Not very acceptable | 239 | 34 | 205 | 35 | 204 | 38 | 200 | 44 | 43 | 60 | 92 |
| | 32% | 31% | 32% | 30% | 32% | 36% | 31% | 37% | 26% | 38% | 30% |
| | | | | | | h | | H | | fHj | |
| Totally unacceptable | 401 | 52 | 349 | 65 | 336 | 59 | 343 | 64 | 92 | 76 | 170 |
| | 54% | 48% | 54% | 56% | 53% | 55% | 53% | 53% | 55% | 48% | 56% |
| Don't know | 23 | 1 | 22 | 1 | 22 | 2 | 21 | 3 | 5 | 4 | 11 |
| | 3% | 1% | 3% | 1% | 3% | 2% | 3% | 2% | 3% | 3% | 4% |
| NETS | | | | | | | | | | | |
| Net: Acceptable | 87 | 21 | 66 | 16 | 71 | 8 | 79 | 10 | 27 | 17 | 33 |
| | 12% | 19% | 10% | 14% | 11% | 8% | 12% | 8% | 16% | 11% | 11% |
| | | B | | | | | | | EGj | | |
| Net: Unacceptable | 640 | 86 | 554 | 100 | 540 | 97 | 543 | 108 | 135 | 135 | 262 |
| | 85% | 80% | 86% | 86% | 85% | 91% | 84% | 89% | 81% | 87% | 86% |
| | | | a | | | fH | | h | | | |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

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

| | EMPLOYEE ETHICS | | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|-------------------------|-----------------|--------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | Total | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | a | b | c | d | e | f | g | h |
| Significance Level: 95% | | A | B | C | D | E | F | G | H |
| Unweighted Total | 750 | 174 | 279 | 88 | 233 | 180 | 56 | 380 | 244 |
| Weighted Total | 750 | 175 | 278 | 88 | 233 | 180 | 56 | 380 | 244 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Totally acceptable | 17 | - | 17 | 4 | 6 | 5 | 3 | 10 | 5 |
| | 2% | - | 6% | 4% | 3% | 3% | 5% | 3% | 2% |
| | | | A | | | | | | |
| Fairly acceptable | 70 | - | 65 | 8 | 23 | 13 | 6 | 34 | 24 |
| | 9% | - | 23% | 9% | 10% | 7% | 11% | 9% | 10% |
| | | | A | | | | | | |
| Not very acceptable | 239 | 38 | 110 | 21 | 65 | 67 | 14 | 110 | 88 |
| | 32% | 22% | 39% | 24% | 28% | 37% | 25% | 29% | 36% |
| | | | A | | | CD | | | g |
| Totally unacceptable | 401 | 136 | 82 | 55 | 137 | 92 | 32 | 221 | 123 |
| | 54% | 78% | 29% | 63% | 59% | 51% | 57% | 58% | 50% |
| | | B | | e | | | | h | |
| Don't know | 23 | - | 5 | - | 2 | 3 | 1 | 6 | 4 |
| | 3% | - | 2% | - | 1% | 2% | 2% | 2% | 2% |
| | | | a | | | | | | |
| NETS | | | | | | | | | |
| Net: Acceptable | 87 | - | 82 | 12 | 29 | 18 | 9 | 44 | 29 |
| | 12% | - | 29% | 14% | 12% | 10% | 16% | 12% | 12% |
| | | | A | | | | | | |
| Net: Unacceptable | 640 | 175 | 191 | 76 | 202 | 159 | 46 | 330 | 211 |
| | 85% | 100% | 69% | 86% | 87% | 88% | 82% | 87% | 86% |
| | | B | | | | | | | |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

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

| | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|-------------------------|-------|--------|--------|-------|-------|------|---------------|-------------|-------------|-------------|-------------|----------------|-----------|-------------------------------|-----------|------------|----------------|----------------------------|-----------|
| | | | | | | | Ile de France | North -east | North -west | South -west | South -east | | | Public and Third/ Volun -tary | Pri- vate | Man- agers | Non- man agers | | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | | | | | | Full time | Part time | | | | | Aware | Un- aware |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| Unweighted Total | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| Weighted Total | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Totally acceptable | 15 | 9 | 6 | 9 | 6 | - | 6 | 3 | 2 | 1 | 3 | 12 | 3 | 5 | 10 | 8 | 7 | 8 | 7 |
| | 2% | 2% | 2% | 4% | 1% | - | 4% | 1% | 2% | 1% | 2% | 2% | 3% | 2% | 2% | 3% | 1% | 4% | 1% |
| | | | | dE | | | | | | | | | | | | p | | R | |
| Fairly acceptable | 29 | 25 | 4 | 14 | 13 | 2 | 6 | 11 | 7 | - | 5 | 26 | 3 | 12 | 17 | 16 | 13 | 8 | 21 |
| | 4% | 7% | 1% | 6% | 3% | 2% | 4% | 5% | 6% | - | 3% | 4% | 3% | 5% | 4% | 7% | 3% | 4% | 4% |
| | | B | | de | | | i | l | l | | | | | | | P | | | |
| Not very acceptable | 96 | 56 | 41 | 40 | 45 | 11 | 15 | 33 | 15 | 11 | 23 | 83 | 13 | 30 | 66 | 29 | 67 | 29 | 67 |
| | 13% | 14% | 11% | 17% | 11% | 10% | 10% | 16% | 12% | 13% | 13% | 13% | 13% | 11% | 14% | 12% | 13% | 13% | 13% |
| | | | | De | | | | | | | | | | | | | | | |
| Totally unacceptable | 588 | 288 | 299 | 163 | 326 | 98 | 121 | 158 | 99 | 69 | 141 | 510 | 78 | 212 | 376 | 187 | 400 | 174 | 413 |
| | 78% | 75% | 82% | 70% | 81% | 86% | 81% | 75% | 78% | 83% | 78% | 78% | 79% | 80% | 78% | 77% | 79% | 78% | 78% |
| | | | A | | C | C | | | | | | | | | | | | | |
| Don't know | 22 | 8 | 14 | 7 | 12 | 3 | 3 | 5 | 4 | 2 | 8 | 20 | 2 | 7 | 15 | 3 | 19 | 4 | 18 |
| | 3% | 2% | 4% | 3% | 3% | 3% | 2% | 2% | 3% | 2% | 4% | 3% | 2% | 3% | 3% | 1% | 4% | 2% | 3% |
| | | | | | | | | | | | | | | | | o | | | |
| NETS | | | | | | | | | | | | | | | | | | | |
| Net: Acceptable | 44 | 34 | 10 | 23 | 19 | 2 | 12 | 14 | 9 | 1 | 8 | 38 | 6 | 17 | 27 | 24 | 20 | 16 | 28 |
| | 6% | 9% | 3% | 10% | 5% | 2% | 8% | 7% | 7% | 1% | 4% | 6% | 6% | 6% | 6% | 10% | 4% | 7% | 5% |
| | | B | | DE | | | l | i | l | | | | | | | P | | | |
| Net: Unacceptable | 684 | 344 | 340 | 203 | 371 | 110 | 135 | 191 | 114 | 80 | 164 | 593 | 91 | 242 | 442 | 217 | 467 | 203 | 481 |
| | 91% | 89% | 93% | 87% | 92% | 96% | 90% | 91% | 90% | 96% | 91% | 91% | 92% | 91% | 91% | 89% | 92% | 91% | 91% |
| | | | A | | C | C | | | | fgh | | | | | | | | | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

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 PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|-------------------------|-------|---|------|-----------------------------|------|-----------------------|---------------|--|--|---|---|
| | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J |
| Unweighted Total | 750 | 108 | 642 | 117 | 633 | 106 | 644 | 120 | 167 | 157 | 306 |
| Weighted Total | 750 | 109 | 641 | 117 | 633 | 107 | 643 | 121 | 167 | 156 | 305 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Totally acceptable | 15 | 6 | 9 | 5 | 10 | - | 15 | - | 4 | 2 | 9 |
| | 2% | 6% | 1% | 4% | 2% | - | 2% | - | 2% | 1% | 3% |
| | | B | | d | | | g | | g | | eg |
| Fairly acceptable | 29 | 10 | 19 | 7 | 22 | 6 | 23 | 7 | 12 | 1 | 9 |
| | 4% | 9% | 3% | 6% | 4% | 6% | 4% | 6% | 7% | 1% | 3% |
| | | B | | I | | I | i | I | FIJ | | |
| Not very acceptable | 96 | 16 | 80 | 20 | 76 | 14 | 82 | 17 | 29 | 18 | 32 |
| | 13% | 15% | 12% | 17% | 12% | 13% | 13% | 14% | 17% | 12% | 10% |
| | | | | | | | | | J | | |
| Totally unacceptable | 588 | 74 | 513 | 84 | 503 | 85 | 503 | 94 | 115 | 132 | 246 |
| | 78% | 68% | 80% | 72% | 80% | 79% | 78% | 77% | 69% | 85% | 81% |
| | | | A | | c | h | H | | | fH | H |
| Don't know | 22 | 2 | 20 | 1 | 21 | 2 | 20 | 3 | 7 | 3 | 9 |
| | 3% | 2% | 3% | 1% | 3% | 2% | 3% | 2% | 4% | 2% | 3% |
| NETS | | | | | | | | | | | |
| Net: Acceptable | 44 | 16 | 28 | 12 | 32 | 6 | 38 | 7 | 16 | 3 | 18 |
| | 6% | 15% | 4% | 10% | 5% | 6% | 6% | 6% | 10% | 2% | 6% |
| | | B | | D | | i | I | i | fl | | i |
| Net: Unacceptable | 684 | 90 | 594 | 104 | 580 | 99 | 585 | 111 | 144 | 150 | 278 |
| | 91% | 83% | 93% | 89% | 92% | 92% | 91% | 92% | 86% | 96% | 91% |
| | | | A | | | | h | | | FHJ | h |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

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

| | EMPLOYEE ETHICS | | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|-------------------------|-----------------|--------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | Total | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | a | b | c | d | e | f | g | h |
| Significance Level: 95% | | A | B | C | D | E | F | G | H |
| Unweighted Total | 750 | 174 | 279 | 88 | 233 | 180 | 56 | 380 | 244 |
| Weighted Total | 750 | 175 | 278 | 88 | 233 | 180 | 56 | 380 | 244 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Totally acceptable | 15 | - | 14 | 2 | 4 | 3 | 2 | 11 | 2 |
| | 2% | - | 5% | 2% | 2% | 2% | 4% | 3% | 1% |
| | | | A | | | | | h | |
| Fairly acceptable | 29 | - | 28 | 6 | 12 | 3 | 3 | 19 | 7 |
| | 4% | - | 10% | 7% | 5% | 2% | 5% | 5% | 3% |
| | | | A | E | e | | | | |
| Not very acceptable | 96 | 13 | 53 | 9 | 25 | 25 | 8 | 45 | 31 |
| | 13% | 7% | 19% | 10% | 11% | 14% | 14% | 12% | 13% |
| | | | A | | | | | | |
| Totally unacceptable | 588 | 162 | 181 | 70 | 189 | 147 | 42 | 300 | 200 |
| | 78% | 93% | 65% | 80% | 81% | 82% | 75% | 79% | 82% |
| | | B | | | | | | | |
| Don't know | 22 | - | 2 | 1 | 3 | 2 | 1 | 5 | 4 |
| | 3% | - | 1% | 1% | 1% | 1% | 2% | 1% | 2% |
| NETS | | | | | | | | | |
| Net: Acceptable | 44 | - | 42 | 8 | 16 | 6 | 5 | 30 | 9 |
| | 6% | - | 15% | 9% | 7% | 3% | 9% | 8% | 4% |
| | | | A | E | | | h | H | |
| Net: Unacceptable | 684 | 175 | 234 | 79 | 214 | 172 | 50 | 345 | 231 |
| | 91% | 100% | 84% | 90% | 92% | 96% | 89% | 91% | 95% |
| | | B | | | | c | | | g |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

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

| | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|-------------------------|-------|--------|--------|-------|-------|------|---------------|-------------|-------------|-------------|-------------|----------------|-----------|-------------------------------|-----------|------------|----------------|----------------------------|-----------|
| | | | | | | | Ile de France | North -east | North -west | South -west | South -east | | | Public and Third/ Volun -tary | Pri- vate | Man- agers | Non- man agers | | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | | | | | | Full time | Part time | | | | | Aware | Un- aware |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| Unweighted Total | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| Weighted Total | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Totally acceptable | 24 | 14 | 10 | 10 | 12 | 2 | 9 | 5 | 2 | 3 | 5 | 19 | 5 | 10 | 14 | 13 | 11 | 9 | 15 |
| | 3% | 4% | 3% | 4% | 3% | 2% | 6% | 2% | 2% | 4% | 3% | 3% | 5% | 4% | 3% | 5% | 2% | 4% | 3% |
| | | | | | | | gh | | | | | | | | | P | | | |
| Fairly acceptable | 51 | 31 | 20 | 23 | 24 | 4 | 16 | 19 | 6 | 3 | 7 | 45 | 6 | 14 | 37 | 13 | 38 | 22 | 29 |
| | 7% | 8% | 5% | 10% | 6% | 4% | 10% | 9% | 5% | 4% | 4% | 7% | 6% | 5% | 8% | 5% | 8% | 10% | 6% |
| | | | | dE | | | hiJ | J | | | | | | | | | | R | |
| Not very acceptable | 179 | 86 | 92 | 58 | 93 | 27 | 21 | 59 | 39 | 19 | 40 | 154 | 24 | 71 | 107 | 42 | 136 | 56 | 122 |
| | 24% | 22% | 25% | 25% | 23% | 24% | 14% | 28% | 31% | 23% | 22% | 24% | 24% | 27% | 22% | 17% | 27% | 25% | 23% |
| | | | | | | | | F | F | | f | | | | | | O | | |
| Totally unacceptable | 475 | 243 | 232 | 131 | 266 | 77 | 101 | 120 | 78 | 56 | 119 | 413 | 62 | 161 | 314 | 170 | 305 | 131 | 343 |
| | 63% | 63% | 64% | 56% | 66% | 67% | 67% | 57% | 61% | 68% | 66% | 63% | 63% | 60% | 65% | 70% | 60% | 59% | 65% |
| | | | | | C | c | g | | | g | g | | | | | P | | q | |
| Don't know | 22 | 12 | 10 | 11 | 7 | 4 | 3 | 6 | 2 | 2 | 9 | 20 | 2 | 10 | 12 | 6 | 16 | 5 | 17 |
| | 3% | 3% | 3% | 5% | 2% | 4% | 2% | 3% | 2% | 2% | 5% | 3% | 2% | 4% | 2% | 3% | 3% | 2% | 3% |
| | | | | D | | | | | | | | | | | | | | | |
| NETS | | | | | | | | | | | | | | | | | | | |
| Net: Acceptable | 75 | 45 | 30 | 33 | 36 | 6 | 24 | 24 | 8 | 6 | 12 | 64 | 11 | 24 | 51 | 26 | 49 | 31 | 44 |
| | 10% | 12% | 8% | 14% | 9% | 5% | 16% | 12% | 6% | 7% | 7% | 10% | 11% | 9% | 10% | 11% | 10% | 14% | 8% |
| | | | | DE | | | HIJ | j | | | | | | | | | | R | |
| Net: Unacceptable | 653 | 329 | 324 | 189 | 359 | 105 | 123 | 179 | 117 | 75 | 159 | 567 | 86 | 232 | 421 | 212 | 441 | 187 | 466 |
| | 87% | 85% | 89% | 81% | 89% | 91% | 82% | 85% | 92% | 91% | 88% | 87% | 87% | 87% | 87% | 87% | 87% | 84% | 88% |
| | | | | | C | C | | | Fg | f | f | | | | | | | q | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

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

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|-------------------------|-------|---|------|-----------------------------|------|-----------------------|---------------|--|--|---|---|
| | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J |
| Unweighted Total | 750 | 108 | 642 | 117 | 633 | 106 | 644 | 120 | 167 | 157 | 306 |
| Weighted Total | 750 | 109 | 641 | 117 | 633 | 107 | 643 | 121 | 167 | 156 | 305 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Totally acceptable | 24 | 8 | 16 | 8 | 16 | 1 | 23 | 1 | 6 | 5 | 12 |
| | 3% | 7% | 2% | 7% | 3% | 1% | 4% | 1% | 4% | 3% | 4% |
| | | B | | D | | | | | | | g |
| Fairly acceptable | 51 | 11 | 40 | 10 | 41 | 13 | 38 | 14 | 14 | 6 | 17 |
| | 7% | 10% | 6% | 9% | 6% | 12% | 6% | 12% | 8% | 4% | 6% |
| | | | | | | FIJ | | FIJ | i | | |
| Not very acceptable | 179 | 26 | 152 | 23 | 156 | 23 | 155 | 27 | 34 | 29 | 88 |
| | 24% | 24% | 24% | 20% | 25% | 22% | 24% | 23% | 20% | 18% | 29% |
| | | | | | | | | | | | HI |
| Totally unacceptable | 475 | 59 | 415 | 75 | 399 | 67 | 408 | 75 | 107 | 112 | 181 |
| | 63% | 55% | 65% | 64% | 63% | 62% | 63% | 62% | 64% | 71% | 59% |
| | | | A | | | | | | | fgJ | |
| Don't know | 22 | 4 | 18 | 1 | 21 | 3 | 19 | 4 | 6 | 5 | 7 |
| | 3% | 4% | 3% | 1% | 3% | 3% | 3% | 3% | 4% | 3% | 2% |
| NETS | | | | | | | | | | | |
| Net: Acceptable | 75 | 19 | 56 | 18 | 57 | 14 | 61 | 15 | 20 | 11 | 29 |
| | 10% | 17% | 9% | 15% | 9% | 13% | 9% | 12% | 12% | 7% | 9% |
| | | B | | D | | i | | | | | |
| Net: Unacceptable | 653 | 86 | 568 | 98 | 555 | 90 | 563 | 102 | 141 | 140 | 270 |
| | 87% | 79% | 88% | 84% | 88% | 84% | 88% | 84% | 84% | 90% | 88% |
| | | | A | | | | | | | | |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

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

| | EMPLOYEE ETHICS | | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|-------------------------|-----------------|--------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | Total | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | a | b | c | d | e | f | g | h |
| Significance Level: 95% | | A | B | C | D | E | F | G | H |
| Unweighted Total | 750 | 174 | 279 | 88 | 233 | 180 | 56 | 380 | 244 |
| Weighted Total | 750 | 175 | 278 | 88 | 233 | 180 | 56 | 380 | 244 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Totally acceptable | 24 | - | 22 | 5 | 9 | 6 | 3 | 15 | 6 |
| | 3% | - | 8% A | 6% | 4% | 3% | 5% | 4% | 2% |
| Fairly acceptable | 51 | - | 47 | 7 | 13 | 14 | 3 | 29 | 15 |
| | 7% | - | 17% A | 8% | 6% | 8% | 5% | 8% | 6% |
| Not very acceptable | 179 | 31 | 78 | 15 | 43 | 55 | 15 | 81 | 59 |
| | 24% | 18% | 28% A | 17% | 18% | 31% CD | 27% | 21% | 24% |
| Totally unacceptable | 475 | 143 | 126 | 61 | 167 | 99 | 33 | 248 | 159 |
| | 63% | 82% B | 45% | 69% E | 72% E | 55% | 59% | 65% | 65% |
| Don't know | 22 | - | 6 | - | 1 | 6 | 2 | 7 | 5 |
| | 3% | - | 2% a | - | * | 3% cD | 4% | 2% | 2% |
| NETS | | | | | | | | | |
| Net: Acceptable | 75 | - | 69 | 12 | 22 | 20 | 6 | 44 | 21 |
| | 10% | - | 25% A | 14% | 9% | 11% | 11% | 12% | 9% |
| Net: Unacceptable | 653 | 175 | 203 | 76 | 210 | 154 | 48 | 330 | 218 |
| | 87% | 100% B | 73% | 86% | 90% | 86% | 86% | 87% | 89% |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

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

| | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|-------------------------|-------|--------|--------|-------|-------|------|---------------|-------------|-------------|-------------|-------------|----------------|-----------|-------------------------------|-----------|------------|----------------|----------------------------|-----------|
| | | | | | | | Ile de France | North -east | North -west | South -west | South -east | | | Public and Third/ Volun -tary | Pri- vate | Man- agers | Non- man agers | | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | | | | | | Full time | Part time | | | | | Aware | Un- aware |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| Unweighted Total | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| Weighted Total | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Totally acceptable | 17 | 11 | 6 | 10 | 7 | - | 5 | 5 | 3 | 1 | 3 | 14 | 3 | 6 | 11 | 10 | 7 | 10 | 7 |
| | 2% | 3% | 2% | 4% | 2% | - | 3% | 2% | 2% | 1% | 2% | 2% | 3% | 2% | 2% | 4% | 1% | 4% | 1% |
| | | | | dE | | | | | | | | | | | | P | R | | |
| Fairly acceptable | 50 | 36 | 14 | 20 | 26 | 4 | 11 | 12 | 7 | 8 | 12 | 43 | 7 | 16 | 34 | 17 | 33 | 14 | 36 |
| | 7% | 9% | 4% | 9% | 6% | 4% | 7% | 6% | 6% | 10% | 7% | 7% | 7% | 6% | 7% | 7% | 7% | 6% | 7% |
| | | B | | e | | | | | | | | | | | | | | | |
| Not very acceptable | 154 | 85 | 69 | 57 | 81 | 16 | 31 | 45 | 30 | 17 | 31 | 133 | 21 | 51 | 103 | 53 | 101 | 49 | 105 |
| | 21% | 22% | 19% | 24% | 20% | 14% | 21% | 21% | 24% | 20% | 17% | 20% | 21% | 19% | 21% | 22% | 20% | 22% | 20% |
| | | | | E | | | | | | | | | | | | | | | |
| Totally unacceptable | 510 | 248 | 262 | 138 | 279 | 92 | 100 | 141 | 84 | 56 | 129 | 445 | 65 | 187 | 323 | 161 | 349 | 149 | 361 |
| | 68% | 64% | 72% | 59% | 69% | 80% | 67% | 67% | 66% | 68% | 72% | 68% | 66% | 70% | 67% | 66% | 69% | 67% | 68% |
| | | | A | C | CD | | | | | | | | | | | | | | |
| Don't know | 19 | 6 | 13 | 8 | 9 | 2 | 3 | 7 | 3 | 1 | 5 | 16 | 3 | 6 | 13 | 3 | 16 | 1 | 18 |
| | 3% | 2% | 4% | 3% | 2% | 2% | 2% | 3% | 2% | 1% | 3% | 2% | 3% | 2% | 3% | 1% | 3% | * | 3% |
| | | | a | | | | | | | | | | | | | | | | Q |
| NETS | | | | | | | | | | | | | | | | | | | |
| Net: Acceptable | 67 | 47 | 20 | 30 | 33 | 4 | 16 | 17 | 10 | 9 | 15 | 57 | 10 | 22 | 45 | 27 | 40 | 24 | 43 |
| | 9% | 12% | 5% | 13% | 8% | 4% | 10% | 8% | 8% | 11% | 8% | 9% | 10% | 8% | 9% | 11% | 8% | 11% | 8% |
| | | B | | dE | e | | | | | | | | | | | | | | |
| Net: Unacceptable | 664 | 333 | 331 | 195 | 360 | 109 | 131 | 186 | 114 | 73 | 160 | 578 | 86 | 238 | 426 | 214 | 450 | 198 | 466 |
| | 89% | 86% | 91% | 84% | 90% | 95% | 88% | 88% | 90% | 88% | 89% | 89% | 87% | 89% | 88% | 88% | 89% | 89% | 88% |
| | | | A | | C | Cd | | | | | | | | | | | | | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

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

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|-------------------------|------------|---|-----------------|-----------------------------|------------|-----------------------|-----------------|--|--|---|---|
| | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J |
| Unweighted Total | 750 | 108 | 642 | 117 | 633 | 106 | 644 | 120 | 167 | 157 | 306 |
| Weighted Total | 750 | 109 | 641 | 117 | 633 | 107 | 643 | 121 | 167 | 156 | 305 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Totally acceptable | 17 2% | 8 7% B | 9 1% | 4 3% | 13 2% | 2 2% | 15 2% | 2 2% | 4 2% | 4 3% | 7 2% |
| Fairly acceptable | 50 7% | 13 12% B | 37 6% | 6 5% | 44 7% | 7 7% | 43 7% | 10 8% | 14 8% | 8 5% | 18 6% |
| Not very acceptable | 154 21% | 27 25% | 127 20% | 27 23% | 127 20% | 20 19% | 134 21% | 24 20% | 43 26% i | 27 17% | 60 20% |
| Totally unacceptable | 510 68% | 60 56% A | 450 70% A | 79 68% | 431 68% | 75 70% h | 435 68% h | 81 67% | 100 60% | 116 74% H | 214 70% H |
| Don't know | 19 3% | - - a | 19 3% | 1 1% | 18 3% | 3 3% | 16 2% | 4 3% | 6 4% | 2 1% | 7 2% |
| NETS | | | | | | | | | | | |
| Net: Acceptable | 67 9% | 21 19% B | 46 7% | 10 9% | 57 9% | 9 8% | 58 9% | 12 10% | 18 11% | 12 8% | 25 8% |
| Net: Unacceptable | 664 89% | 87 81% A | 577 90% A | 106 91% | 558 88% | 95 89% | 569 89% | 105 87% | 143 86% | 142 91% | 274 90% |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

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

| | EMPLOYEE ETHICS | | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|-------------------------|-----------------|--------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | Total | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | a | b | c | d | e | f | g | h |
| Significance Level: 95% | | A | B | C | D | E | F | G | H |
| Unweighted Total | 750 | 174 | 279 | 88 | 233 | 180 | 56 | 380 | 244 |
| Weighted Total | 750 | 175 | 278 | 88 | 233 | 180 | 56 | 380 | 244 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Totally acceptable | 17 | - | 17 | 5 | 6 | 4 | 3 | 12 | 3 |
| | 2% | - | 6% | 6% | 3% | 2% | 5% | 3% | 1% |
| | | | A | | | | H | | |
| Fairly acceptable | 50 | - | 45 | 4 | 10 | 13 | 6 | 25 | 16 |
| | 7% | - | 16% | 5% | 4% | 7% | 11% | 7% | 7% |
| | | | A | | | | | | |
| Not very acceptable | 154 | 21 | 75 | 14 | 39 | 42 | 11 | 71 | 56 |
| | 21% | 12% | 27% | 16% | 17% | 23% | 20% | 19% | 23% |
| | | | A | | | d | | | |
| Totally unacceptable | 510 | 153 | 137 | 64 | 177 | 119 | 35 | 268 | 165 |
| | 68% | 88% | 49% | 73% | 76% | 66% | 62% | 71% | 68% |
| | | B | | | E | | | | |
| Don't know | 19 | - | 5 | 1 | 1 | 2 | 1 | 4 | 4 |
| | 3% | - | 2% | 1% | * | 1% | 2% | 1% | 2% |
| | | | a | | | | | | |
| NETS | | | | | | | | | |
| Net: Acceptable | 67 | - | 62 | 9 | 16 | 17 | 9 | 37 | 19 |
| | 9% | - | 22% | 10% | 7% | 9% | 16% | 10% | 8% |
| | | | A | | | | h | | |
| Net: Unacceptable | 664 | 175 | 211 | 78 | 216 | 161 | 46 | 339 | 221 |
| | 89% | 100% | 76% | 89% | 93% | 89% | 82% | 89% | 91% |
| | | B | | | | | | | f |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

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

| | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|-------------------------|-------|--------|--------|-------|-------|------|---------------|-------------|-------------|-------------|-------------|----------------|-----------|-------------------------------|-----------|------------|----------------|----------------------------|-------|
| | | | | | | | Ile de France | North -east | North -west | South -west | South -east | Full time | Part time | Public and Third/ Volun -tary | Pri- vate | Man- agers | Non- man agers | | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | | | | | | | | | | | | | Aware |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| Unweighted Total | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| Weighted Total | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Totally acceptable | 40 | 25 | 15 | 15 | 21 | 4 | 12 | 12 | 7 | 5 | 4 | 34 | 6 | 10 | 30 | 16 | 24 | 15 | 25 |
| | 5% | 6% | 4% | 6% | 5% | 3% | 8% | 6% | 6% | 6% | 2% | 5% | 6% | 4% | 6% | 7% | 5% | 7% | 5% |
| | | | | | | | J | j | | | | | | | | | | | |
| Fairly acceptable | 196 | 94 | 102 | 64 | 103 | 30 | 34 | 61 | 24 | 27 | 50 | 172 | 24 | 72 | 124 | 58 | 138 | 66 | 130 |
| | 26% | 24% | 28% | 27% | 26% | 26% | 23% | 29% | 19% | 32% | 28% | 26% | 24% | 27% | 26% | 24% | 27% | 30% | 25% |
| | | | | | | | | H | | H | h | | | | | | | | |
| Not very acceptable | 275 | 147 | 128 | 91 | 152 | 33 | 53 | 77 | 52 | 26 | 68 | 230 | 45 | 104 | 171 | 82 | 193 | 75 | 200 |
| | 37% | 38% | 35% | 39% | 38% | 28% | 35% | 37% | 41% | 31% | 38% | 35% | 45% | 39% | 35% | 34% | 38% | 34% | 38% |
| | | | | e | e | | | | | | | | k | | | | | | |
| Totally unacceptable | 209 | 107 | 102 | 53 | 112 | 44 | 50 | 50 | 37 | 23 | 49 | 187 | 22 | 69 | 140 | 84 | 125 | 62 | 147 |
| | 28% | 28% | 28% | 23% | 28% | 38% | 33% | 24% | 29% | 27% | 27% | 29% | 22% | 26% | 29% | 34% | 25% | 28% | 28% |
| | | | | | | CD | g | | | | | | | | | P | | | |
| Don't know | 30 | 13 | 17 | 11 | 14 | 5 | 2 | 9 | 7 | 3 | 9 | 28 | 2 | 11 | 19 | 4 | 26 | 5 | 25 |
| | 4% | 3% | 5% | 5% | 4% | 4% | 1% | 4% | 5% | 4% | 5% | 4% | 2% | 4% | 4% | 2% | 5% | 2% | 5% |
| | | | | | | | | f | F | | f | | | | | | O | | |
| NETS | | | | | | | | | | | | | | | | | | | |
| Net: Acceptable | 236 | 119 | 117 | 79 | 124 | 34 | 46 | 73 | 31 | 31 | 54 | 206 | 30 | 82 | 154 | 74 | 162 | 81 | 155 |
| | 31% | 31% | 32% | 34% | 31% | 29% | 31% | 35% | 24% | 38% | 30% | 32% | 30% | 31% | 32% | 30% | 32% | 36% | 29% |
| | | | | | | | | H | | H | | | | | | | | r | |
| Net: Unacceptable | 484 | 254 | 230 | 143 | 264 | 76 | 102 | 127 | 89 | 48 | 117 | 417 | 67 | 173 | 311 | 166 | 318 | 137 | 347 |
| | 65% | 66% | 63% | 62% | 66% | 66% | 68% | 61% | 70% | 58% | 65% | 64% | 68% | 65% | 64% | 68% | 63% | 61% | 66% |
| | | | | | | | | | gi | | | | | | | | | | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

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

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|-------------------------|-------|---|----------|-----------------------------|------|-----------------------|---------------|--|--|---|---|
| | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J |
| Unweighted Total | 750 | 108 | 642 | 117 | 633 | 106 | 644 | 120 | 167 | 157 | 306 |
| Weighted Total | 750 | 109 | 641 | 117 | 633 | 107 | 643 | 121 | 167 | 156 | 305 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Totally acceptable | 40 | 11 | 29 | 15 | 25 | 5 | 35 | 5 | 11 | 6 | 18 |
| | 5% | 10% | 5% | 13% | 4% | 5% | 5% | 4% | 7% | 4% | 6% |
| | | B | | D | | | | | | | |
| Fairly acceptable | 196 | 34 | 162 | 21 | 175 | 26 | 170 | 29 | 50 | 36 | 81 |
| | 26% | 31% | 25% | 18% | 28% | 24% | 26% | 24% | 30% | 23% | 27% |
| | | | | C | | | | | | | |
| Not very acceptable | 275 | 36 | 239 | 40 | 235 | 36 | 239 | 40 | 59 | 60 | 116 |
| | 37% | 33% | 37% | 34% | 37% | 34% | 37% | 33% | 35% | 38% | 38% |
| Totally unacceptable | 209 | 24 | 185 | 38 | 171 | 32 | 176 | 37 | 40 | 52 | 80 |
| | 28% | 22% | 29% | 33% | 27% | 30% | 27% | 31% | 24% | 33% h | 26% |
| Don't know | 30 | 3 | 27 | 3 | 27 | 7 | 23 | 9 | 7 | 3 | 11 |
| | 4% | 3% | 4% | 3% | 4% | 7% i | 4% | 7% flj | 4% | 2% | 4% |
| NETS | | | | | | | | | | | |
| Net: Acceptable | 236 | 45 | 191 | 36 | 200 | 31 | 205 | 34 | 61 | 42 | 99 |
| | 31% | 42% | 30% | 31% | 32% | 29% | 32% | 28% | 37% i | 27% | 32% |
| | | B | | | | | | | | | |
| Net: Unacceptable | 484 | 60 | 424 | 78 | 406 | 69 | 415 | 78 | 99 | 112 | 195 |
| | 65% | 56% | 66% A | 67% | 64% | 64% | 65% | 64% | 59% | 71% H | 64% |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

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

| | Total | EMPLOYEE ETHICS | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|-------------------------|-------|-----------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | a | b | c | d | e | f | g | h |
| Significance Level: 95% | | A | B | C | D | E | F | G | H |
| Unweighted Total | 750 | 174 | 279 | 88 | 233 | 180 | 56 | 380 | 244 |
| Weighted Total | 750 | 175 | 278 | 88 | 233 | 180 | 56 | 380 | 244 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Totally acceptable | 40 | - | 30 | 6 | 14 | 13 | 6 | 24 | 11 |
| | 5% | - | 11% | 7% | 6% | 7% | 11% | 6% | 4% |
| | | | A | | | | h | | |
| Fairly acceptable | 196 | - | 123 | 15 | 48 | 42 | 8 | 87 | 81 |
| | 26% | - | 44% | 17% | 21% | 23% | 14% | 23% | 33% |
| | | | A | | | | | | FG |
| Not very acceptable | 275 | 88 | 76 | 33 | 94 | 69 | 24 | 136 | 91 |
| | 37% | 51% | 27% | 37% | 40% | 38% | 43% | 36% | 37% |
| | | B | | | | | | | |
| Totally unacceptable | 209 | 86 | 44 | 34 | 77 | 48 | 17 | 127 | 52 |
| | 28% | 49% | 16% | 39% | 33% | 27% | 30% | 33% | 21% |
| | | B | | E | | | | H | |
| Don't know | 30 | - | 6 | - | - | 8 | 1 | 6 | 9 |
| | 4% | - | 2% | - | - | 4% | 2% | 2% | 4% |
| | | | a | | | CD | | | g |
| NETS | | | | | | | | | |
| Net: Acceptable | 236 | - | 153 | 21 | 62 | 55 | 14 | 111 | 92 |
| | 31% | - | 55% | 24% | 27% | 31% | 25% | 29% | 38% |
| | | | A | | | | | | fG |
| Net: Unacceptable | 484 | 175 | 119 | 67 | 171 | 117 | 41 | 263 | 143 |
| | 65% | 100% | 43% | 76% | 73% | 65% | 73% | 69% | 59% |
| | | B | | e | e | | H | H | |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

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

Base: All respondents

| | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|-------------------------|-------|--------|--------|-------|-------|------|---------------|------------|------------|------------|------------|----------------|-----------|-----------------------------|---------|-----------|---------------|----------------------------|----------|
| | Total | Male | Female | 16-34 | 35-54 | 55+ | Ile de France | North-east | North-west | South-west | South-east | Full time | Part time | Public and Third/Volun-tary | Private | Man-agers | Non-man-agers | Aware | Un-aware |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| Unweighted Total | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| Weighted Total | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Always | 198 | 102 | 95 | 47 | 108 | 43 | 34 | 63 | 36 | 19 | 45 | 161 | 37 | 56 | 141 | 69 | 128 | 33 | 164 |
| | 26% | 26% | 26% | 20% | 27% | 37% | 23% | 30% | 28% | 23% | 25% | 25% | 37% | 21% | 29% | 28% | 25% | 15% | 31% |
| | | | | | c | CD | | | | | | | K | | M | | | | Q |
| Frequently | 300 | 163 | 136 | 95 | 164 | 41 | 61 | 73 | 44 | 40 | 80 | 271 | 29 | 123 | 177 | 112 | 188 | 75 | 225 |
| | 40% | 42% | 37% | 41% | 41% | 35% | 41% | 35% | 35% | 49% | 45% | 42% | 29% | 46% | 37% | 46% | 37% | 34% | 43% |
| | | | | | | | | | | GH | gh | | | N | | P | | | Q |
| Occasionally | 141 | 77 | 65 | 49 | 76 | 16 | 26 | 45 | 28 | 11 | 31 | 124 | 17 | 48 | 93 | 48 | 93 | 59 | 82 |
| | 19% | 20% | 18% | 21% | 19% | 14% | 18% | 21% | 22% | 13% | 17% | 19% | 17% | 18% | 19% | 20% | 18% | 26% | 16% |
| | | | | | | | | | | | | | | | | | | R | |
| Rarely | 71 | 28 | 43 | 25 | 37 | 9 | 17 | 17 | 16 | 5 | 15 | 63 | 8 | 26 | 45 | 11 | 60 | 44 | 27 |
| | 9% | 7% | 12% | 11% | 9% | 8% | 12% | 8% | 13% | 6% | 8% | 10% | 8% | 10% | 9% | 4% | 12% | 20% | 5% |
| | | | A | | | | | | | | | | | | | O | | R | |
| Never | 9 | 3 | 6 | 4 | 4 | 1 | 3 | 1 | - | 1 | 4 | 8 | 1 | 3 | 6 | - | 9 | 7 | 2 |
| | 1% | 1% | 2% | 2% | 1% | 1% | 2% | * | - | 1% | 2% | 1% | 1% | 1% | 1% | - | 2% | 3% | * |
| | | | | | | | | | | | h | | | | | O | | R | |
| Don't know | 32 | 13 | 19 | 14 | 13 | 5 | 8 | 10 | 3 | 7 | 4 | 25 | 7 | 10 | 22 | 4 | 28 | 5 | 27 |
| | 4% | 3% | 5% | 6% | 3% | 4% | 5% | 5% | 2% | 8% | 2% | 4% | 7% | 4% | 5% | 2% | 6% | 2% | 5% |
| | | | | | | | | | | HJ | | | | | | O | | | q |
| NETS | | | | | | | | | | | | | | | | | | | |
| Net: Always/ Frequently | 497 | 266 | 232 | 142 | 272 | 83 | 95 | 137 | 80 | 59 | 126 | 431 | 66 | 179 | 318 | 181 | 316 | 108 | 389 |
| | 66% | 69% | 64% | 61% | 68% | 73% | 64% | 65% | 63% | 71% | 70% | 66% | 67% | 67% | 66% | 74% | 62% | 49% | 74% |
| | | | | | c | C | | | | | | | | | | P | | | Q |
| Net: Rarely/ Never | 80 | 31 | 49 | 29 | 41 | 10 | 20 | 18 | 16 | 6 | 19 | 71 | 9 | 29 | 51 | 11 | 69 | 51 | 29 |
| | 11% | 8% | 13% | 12% | 10% | 9% | 14% | 9% | 13% | 7% | 11% | 11% | 9% | 11% | 10% | 4% | 14% | 23% | 5% |
| | | | A | | | | | | | | | | | | | O | | R | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

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

Base: All respondents

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|-------------------------|-------|---|------|-----------------------------|------|-----------------------|---------------|--|--|---|---|
| | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J |
| Unweighted Total | 750 | 108 | 642 | 117 | 633 | 106 | 644 | 120 | 167 | 157 | 306 |
| Weighted Total | 750 | 109 | 641 | 117 | 633 | 107 | 643 | 121 | 167 | 156 | 305 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Always | 198 | 13 | 184 | 36 | 161 | 27 | 170 | 30 | 49 | 41 | 77 |
| | 26% | 12% | 29% | 31% | 26% | 26% | 26% | 25% | 29% | 26% | 25% |
| | | | A | | | | | | | | |
| Frequently | 300 | 45 | 255 | 54 | 246 | 40 | 259 | 45 | 53 | 69 | 133 |
| | 40% | 42% | 40% | 46% | 39% | 38% | 40% | 37% | 32% | 44% | 43% |
| | | | | | | | H | | | H | H |
| Occasionally | 141 | 21 | 120 | 14 | 127 | 21 | 120 | 22 | 40 | 28 | 51 |
| | 19% | 19% | 19% | 12% | 20% | 20% | 19% | 18% | 24% | 18% | 17% |
| | | | | | C | | | | j | | |
| Rarely | 71 | 25 | 46 | 10 | 61 | 12 | 59 | 16 | 14 | 10 | 31 |
| | 9% | 23% | 7% | 8% | 10% | 11% | 9% | 13% | 8% | 6% | 10% |
| | | | B | | | | | i | | | |
| Never | 9 | 3 | 6 | - | 9 | - | 9 | - | 3 | 1 | 5 |
| | 1% | 3% | 1% | - | 1% | - | 1% | - | 2% | 1% | 2% |
| | | | b | | | | | | | | |
| Don't know | 32 | 1 | 31 | 3 | 29 | 6 | 26 | 7 | 8 | 8 | 9 |
| | 4% | 1% | 5% | 3% | 5% | 6% | 4% | 6% | 5% | 5% | 3% |
| | | | a | | | | | | | | |
| NETS | | | | | | | | | | | |
| Net: Always/ Frequently | 497 | 58 | 439 | 90 | 407 | 68 | 430 | 76 | 102 | 110 | 210 |
| | 66% | 54% | 68% | 77% | 64% | 63% | 67% | 62% | 61% | 70% | 69% |
| | | | A | | D | | | | h | h | h |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

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

Base: All respondents

| | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|--------------------|---|-----------|-----------------------------|----|-----------------------|---------------|--|---|---|---|
| | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accommodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Total | a | b | c | d | e | f | g | h | i | j |
| | A | B | C | D | E | F | G | H | I | J |
| Unweighted Total | 750 | 108 642 | 117 633 | | 106 | 644 | 120 | 167 | 157 | 306 |
| Weighted Total | 750 | 109 641 | 117 633 | | 107 | 643 | 121 | 167 | 156 | 305 |
| | 100% | 100% 100% | 100% 100% | | 100% | 100% | 100% | 100% | 100% | 100% |
| Net: Rarely/ Never | 80 | 28 52 | 10 70 | | 12 | 68 | 16 | 17 | 11 | 36 |
| | 11% | 26% 8% | 8% 11% | | 11% | 11% | 13% | 10% | 7% | 12% |
| | | B | | | | | i | | | |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

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

Base: All respondents

| | Total | EMPLOYEE ETHICS | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|-------------------------|-------|-----------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | a | b | c | d | e | f | g | h |
| Significance Level: 95% | | A | B | C | D | E | F | G | H |
| Unweighted Total | 750 | 174 | 279 | 88 | 233 | 180 | 56 | 380 | 244 |
| Weighted Total | 750 | 175 | 278 | 88 | 233 | 180 | 56 | 380 | 244 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Always | 198 | 66 | 54 | 37 | 90 | 21 | 19 | 97 | 71 |
| | 26% | 38% | 19% | 42% | 39% | 12% | 34% | 25% | 29% |
| | | B | | E | E | | | | |
| Frequently | 300 | 57 | 119 | 38 | 111 | 55 | 25 | 169 | 89 |
| | 40% | 33% | 43% | 43% | 48% | 31% | 44% | 44% | 36% |
| | | | A | E | E | | | H | |
| Occasionally | 141 | 25 | 59 | 10 | 24 | 47 | 8 | 69 | 44 |
| | 19% | 14% | 21% | 11% | 10% | 26% | 14% | 18% | 18% |
| | | | a | | | CD | | | |
| Rarely | 71 | 17 | 32 | - | 5 | 40 | 3 | 31 | 28 |
| | 9% | 10% | 11% | - | 2% | 22% | 5% | 8% | 11% |
| | | | | | | CD | | | |
| Never | 9 | 2 | 4 | - | - | 8 | - | 5 | 4 |
| | 1% | 1% | 1% | - | - | 4% | - | 1% | 2% |
| | | | | | | CD | | | |
| Don't know | 32 | 7 | 10 | 3 | 3 | 9 | 1 | 10 | 8 |
| | 4% | 4% | 4% | 3% | 1% | 5% | 2% | 3% | 3% |
| | | | | | | D | | | |
| NETS | | | | | | | | | |
| Net: Always/ Frequently | 497 | 123 | 174 | 75 | 201 | 76 | 44 | 266 | 160 |
| | 66% | 71% | 62% | 85% | 86% | 42% | 78% | 70% | 66% |
| | | b | | E | E | | h | | |
| Net: Rarely/ Never | 80 | 19 | 36 | - | 5 | 48 | 3 | 36 | 32 |
| | 11% | 11% | 13% | - | 2% | 27% | 5% | 9% | 13% |
| | | | | | | CD | | | |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

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

| | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|-------------------------|-------|--------|--------|-------|-------|------|---------------|-------------|-------------|-------------|-------------|----------------|-----------|-------------------------------|-----------|-----------|---------------|----------------------------|-----------|
| | | | | | | | Ile de France | North -east | North -west | South -west | South -east | | | Public and Third/ Volun -tary | Pri- vate | | | | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | | | | | | Full time | Part time | | | Man-agers | Non-man-agers | Aware | Un- aware |
| | | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r |
| Significance Level: 90% | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| Significance Level: 95% | | | | | | | | | | | | | | | | | | | |
| Unweighted Total | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| Weighted Total | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Yes | 223 | 121 | 102 | 71 | 122 | 31 | 40 | 74 | 37 | 24 | 48 | 201 | 22 | 82 | 141 | 65 | 158 | 223 | - |
| | 30% | 31% | 28% | 30% | 30% | 27% | 27% | 35% fj | 29% | 29% | 27% | 31% I | 22% | 31% | 29% | 27% | 31% | 100% R | - |
| No | 406 | 208 | 198 | 125 | 210 | 70 | 85 | 106 | 69 | 48 | 97 | 349 | 57 | 137 | 269 | 146 | 260 | - | 406 |
| | 54% | 54% | 54% | 54% | 52% | 61% | 57% | 51% | 54% | 58% | 54% | 54% | 57% | 52% | 56% | 60% P | 51% | - | 77% Q |
| Don't know | 121 | 57 | 63 | 37 | 70 | 14 | 25 | 30 | 21 | 11 | 34 | 101 | 20 | 47 | 74 | 33 | 88 | - | 121 |
| | 16% | 15% | 17% | 16% | 17% | 12% | 17% | 14% | 16% | 13% | 19% | 15% | 20% | 18% | 15% | 13% | 17% | - | 23% Q |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

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

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|------------|-------------------------|---|-----------|-----------------------------|---------|-----------------------|---------------|--|--|---|---|
| | | | | | | | | | | | |
| | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| | Significance Level: 90% | a | b | c | d | e | f | g | h | i | j |
| | Significance Level: 95% | A | B | C | D | E | F | G | H | I | J |
| | Unweighted Total | 750 | 108 642 | 117 633 | | 106 644 | | 120 167 | | 157 306 | |
| | Weighted Total | 750 | 109 641 | 117 633 | | 107 643 | | 121 167 | | 156 305 | |
| | | 100% | 100% 100% | 100% 100% | | 100% 100% | | 100% 100% | | 100% 100% | |
| | Yes | 223 | 77 146 | 41 182 | | 35 188 | | 39 58 | | 38 88 | |
| | | 30% | 71% 23% | 35% 29% | | 33% 29% | | 33% 35% | | 24% 29% | |
| | | B | | | | | I | | | | |
| No | 406 | 26 380 | 69 337 | | 55 350 | | 60 80 | | 95 171 | | |
| | 54% | 24% 59% | 59% 53% | | 52% 54% | | 50% 48% | | 61% 56% | | |
| | | A | | | | | gH | | h | | |
| Don't know | 121 | 5 116 | 7 114 | | 16 105 | | 21 29 | | 24 47 | | |
| | 16% | 5% 18% | 6% 18% | | 15% 16% | | 17% 17% | | 15% 15% | | |
| | | A | C | | | | | | | | |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

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

| | | EMPLOYEE ETHICS | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|-------------------------|-------|-----------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | Total | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | a | b | c | d | e | f | g | h |
| Significance Level: 95% | | A | B | C | D | E | F | G | H |
| Unweighted Total | 750 | 174 | 279 | 88 | 233 | 180 | 56 | 380 | 244 |
| Weighted Total | 750 | 175 | 278 | 88 | 233 | 180 | 56 | 380 | 244 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Yes | 223 | 45 | 101 | 22 | 55 | 98 | 17 | 128 | 76 |
| | 30% | 26% | 36% | 25% | 24% | 55% | 30% | 34% | 31% |
| | | A | | | | CD | | | |
| No | 406 | 103 | 137 | 60 | 161 | 53 | 34 | 207 | 137 |
| | 54% | 59% | 49% | 68% | 69% | 29% | 61% | 54% | 56% |
| | | B | | E | E | | | | |
| Don't know | 121 | 26 | 41 | 6 | 17 | 29 | 5 | 45 | 31 |
| | 16% | 15% | 15% | 7% | 7% | 16% | 9% | 12% | 13% |
| | | | | | | CD | | | |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

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

| | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|--|-------|--------|--------|-------|-------|------|---------------|-------------|-------------|-------------|-------------|----------------|-----------|-------------------------------|-----------|------------|----------------|----------------------------|-----------|
| | Total | Male | Female | 16-34 | 35-54 | 55+ | Ile de France | North -east | North -west | South -west | South -east | Full time | Part time | Public and Third/ Volun -tary | Pri- vate | Man- agers | Non- man agers | Aware | Un- aware |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | *i | j | k | *l | m | n | o | p | q | *r |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | *I | J | K | *L | M | N | O | P | Q | *R |
| Unweighted Total | 223 | 120 | 103 | 71 | 122 | 30 | 41 | 73 | 37 | 24 | 48 | 201 | 22 | 82 | 141 | 65 | 158 | 223 | - |
| Weighted Total | 223 | 121 | 102 | 71 | 122 | 31 | 40 | 74 | 37 | 24 | 48 | 201 | 22 | 82 | 141 | 65 | 158 | 223 | - |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | - |
| People treated inappropriately/ unethically/ unfairly | 100 | 53 | 46 | 33 | 55 | 12 | 21 | 29 | 20 | 10 | 20 | 91 | 9 | 40 | 60 | 28 | 72 | 100 | - |
| | 45% | 44% | 45% | 46% | 45% | 40% | 54% | 38% | 54% | 42% | 42% | 45% | 41% | 49% | 43% | 43% | 46% | 45% | - |
| Safety violations | 78 | 52 | 27 | 25 | 40 | 13 | 14 | 22 | 18 | 9 | 15 | 70 | 8 | 26 | 52 | 15 | 63 | 78 | - |
| | 35% | 43% | 26% | 35% | 33% | 43% | 34% | 30% | 49% | 38% | 31% | 35% | 36% | 32% | 37% | 23% | 40% | 35% | - |
| | | B | | | | | | | g | | | | | | | | O | | |
| Bullying/ harassment | 76 | 46 | 30 | 15 | 48 | 13 | 14 | 24 | 16 | 6 | 16 | 71 | 5 | 30 | 46 | 22 | 54 | 76 | - |
| | 34% | 38% | 29% | 21% | 39% | 43% | 34% | 33% | 43% | 25% | 33% | 35% | 23% | 37% | 33% | 34% | 34% | 34% | - |
| | | | | | C | C | | | | | | | | | | | | | |
| Misreporting hours worked | 65 | 33 | 32 | 22 | 32 | 11 | 16 | 20 | 8 | 7 | 14 | 55 | 10 | 26 | 39 | 18 | 47 | 65 | - |
| | 29% | 27% | 31% | 31% | 26% | 37% | 39% | 27% | 22% | 29% | 29% | 27% | 46% | 32% | 28% | 28% | 30% | 29% | - |
| Stealing | 56 | 33 | 23 | 17 | 34 | 5 | 12 | 20 | 8 | 6 | 10 | 52 | 4 | 18 | 38 | 17 | 39 | 56 | - |
| | 25% | 28% | 22% | 24% | 28% | 17% | 29% | 27% | 21% | 25% | 21% | 26% | 18% | 22% | 27% | 26% | 25% | 25% | - |
| Improper hiring practices (e.g. favouring family or friends) | 56 | 30 | 26 | 19 | 30 | 7 | 12 | 14 | 12 | 5 | 13 | 48 | 8 | 16 | 40 | 15 | 41 | 56 | - |
| | 25% | 25% | 25% | 27% | 25% | 23% | 29% | 19% | 32% | 21% | 27% | 24% | 36% | 19% | 28% | 23% | 26% | 25% | - |
| Abusive behaviour | 54 | 30 | 24 | 19 | 29 | 6 | 10 | 16 | 7 | 6 | 15 | 50 | 4 | 17 | 37 | 17 | 37 | 54 | - |
| | 24% | 25% | 23% | 27% | 24% | 20% | 24% | 22% | 19% | 25% | 31% | 25% | 18% | 21% | 26% | 26% | 23% | 24% | - |
| Fraud | 41 | 25 | 16 | 14 | 21 | 6 | 9 | 13 | 4 | 3 | 12 | 38 | 3 | 15 | 26 | 18 | 23 | 41 | - |
| | 18% | 21% | 16% | 20% | 17% | 20% | 22% | 18% | 11% | 12% | 25% | 19% | 14% | 18% | 18% | 28% | 15% | 18% | - |
| | | | | | | | | | | | | | | | | P | | | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

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

| | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | | |
|--|-------------------------|--------|--------|-------|-------|------|---------------|-------------|-------------|-------------|-------------|----------------|-----------|-------------------------------|-----------|------------|----------------|----------------------------|-----------|----|
| | | | | | | | Ile de France | North -east | North -west | South -west | South -east | | | Public and Third/ Volun -tary | | | | | | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | | | | | | Full time | Part time | | Pri- vate | Man- agers | Non- man agers | Aware | Un- aware | |
| | Significance Level: 90% | | a | b | c | d | e | f | g | h | *i | j | k | *l | m | n | o | p | q | *r |
| | Significance Level: 95% | | A | B | C | D | E | F | G | H | *I | J | K | *L | M | N | O | P | Q | *R |
| Unweighted Total | 223 | 120 | 103 | 71 | 122 | 30 | 41 | 73 | 37 | 24 | 48 | 201 | 22 | 82 | 141 | 65 | 158 | 223 | - | |
| Weighted Total | 223 | 121 | 102 | 71 | 122 | 31 | 40 | 74 | 37 | 24 | 48 | 201 | 22 | 82 | 141 | 65 | 158 | 223 | - | |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | - | |
| Discrimination (e.g. by race, gender, age) | 23 | 8 | 15 | 8 | 14 | 1 | 4 | 4 | 7 | 2 | 6 | 19 | 4 | 12 | 11 | 4 | 19 | 23 | - | |
| | 10% | 7% | 14% | 11% | 11% | 3% | 10% | 5% | 19% | 8% | 12% | 9% | 18% | 15% | 8% | 6% | 12% | 10% | - | |
| | | | a | | | | | | G | | | | | | | | | | | |
| Other | 18 | 9 | 9 | 4 | 13 | 1 | 2 | 7 | 4 | 2 | 3 | 17 | 1 | 6 | 12 | 7 | 11 | 18 | - | |
| | 8% | 7% | 9% | 6% | 11% | 3% | 5% | 10% | 11% | 8% | 6% | 8% | 5% | 7% | 8% | 11% | 7% | 8% | - | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

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

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|---|-------|---|------|-----------------------------|------|-----------------------|---------------|--|--|---|---|
| | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J |
| Unweighted Total | 223 | 77 | 146 | 41 | 182 | 35 | 188 | 39 | 58 | 38 | 88 |
| Weighted Total | 223 | 77 | 146 | 41 | 182 | 35 | 188 | 39 | 58 | 38 | 88 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| People treated inappropriately/ unethically/ unfairly | 100 | 46 | 54 | 15 | 85 | 13 | 87 | 16 | 21 | 16 | 47 |
| | 45% | 60% | 37% | 36% | 47% | 37% | 46% | 41% | 36% | 42% | 53% |
| | | B | | | | | | | | H | |
| Safety violations | 78 | 33 | 45 | 20 | 58 | 19 | 59 | 19 | 23 | 9 | 27 |
| | 35% | 43% | 31% | 49% | 32% | 54% | 31% | 49% | 40% | 24% | 31% |
| | | b | | D | | FIJ | | FIj | | | |
| Bullying/ harassment | 76 | 35 | 41 | 13 | 63 | 15 | 61 | 17 | 11 | 12 | 36 |
| | 34% | 45% | 28% | 32% | 35% | 43% | 32% | 44% | 19% | 32% | 41% |
| | | B | | | | H | h | H | | | H |
| Misreporting hours worked | 65 | 21 | 44 | 8 | 57 | 12 | 53 | 13 | 11 | 11 | 30 |
| | 29% | 27% | 30% | 19% | 31% | 34% | 28% | 33% | 19% | 29% | 34% |
| | | | | | | | | | | H | |
| Stealing | 56 | 24 | 32 | 11 | 45 | 13 | 43 | 13 | 23 | 5 | 15 |
| | 25% | 31% | 22% | 27% | 25% | 37% | 23% | 33% | 40% | 13% | 17% |
| | | | | | | fiJ | | IJ | FIJ | | |
| Improper hiring practices (e.g. favouring family or friends) | 56 | 27 | 29 | 9 | 47 | 12 | 44 | 13 | 11 | 10 | 22 |
| | 25% | 35% | 20% | 22% | 26% | 34% | 23% | 33% | 19% | 26% | 25% |
| | | B | | | | | | | | | |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

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

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|--|-------|---|------|-----------------------------|------|-----------------------|---------------|--|--|---|---|
| | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J |
| Unweighted Total | 223 | 77 | 146 | 41 | 182 | 35 | 188 | 39 | 58 | 38 | 88 |
| Weighted Total | 223 | 77 | 146 | 41 | 182 | 35 | 188 | 39 | 58 | 38 | 88 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Abusive behaviour | 54 | 24 | 30 | 16 | 38 | 13 | 41 | 14 | 11 | 8 | 21 |
| | 24% | 31% | 21% | 39% | 21% | 37% | 22% | 36% | 19% | 21% | 24% |
| | | b | | D | | fh | | fh | | | |
| Fraud | 41 | 20 | 21 | 7 | 34 | 6 | 35 | 6 | 14 | 6 | 15 |
| | 18% | 26% | 14% | 17% | 19% | 17% | 19% | 15% | 24% | 16% | 17% |
| | | B | | | | | | | | | |
| Discrimination (e.g. by race, gender, age) | 23 | 10 | 13 | 2 | 21 | 4 | 19 | 4 | 3 | 3 | 13 |
| | 10% | 13% | 9% | 5% | 11% | 11% | 10% | 10% | 5% | 8% | 15% |
| | | | | | | | | | | | h |
| Other | 18 | 7 | 11 | 1 | 17 | 1 | 17 | 1 | 6 | 6 | 5 |
| | 8% | 9% | 8% | 2% | 9% | 3% | 9% | 3% | 10% | 16% | 6% |
| | | | | | | | | | | eGj | |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

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 | EMPLOYEE ETHICS | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|---|-------|-----------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | a | b | *c | d | e | *f | g | h |
| Significance Level: 95% | | A | B | *C | D | E | *F | G | H |
| Unweighted Total | 223 | 45 | 101 | 22 | 55 | 98 | 17 | 128 | 76 |
| Weighted Total | 223 | 45 | 101 | 22 | 55 | 98 | 17 | 128 | 76 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| People treated inappropriately/ unethically/ unfairly | 100 | 15 | 49 | 6 | 17 | 58 | 7 | 55 | 39 |
| | 45% | 33% | 48% | 27% | 31% | 59% | 41% | 43% | 51% |
| | | | a | | | D | | | |
| Safety violations | 78 | 18 | 31 | 12 | 25 | 33 | 5 | 46 | 29 |
| | 35% | 40% | 31% | 55% | 46% | 34% | 30% | 36% | 38% |
| Bullying/ harassment | 76 | 17 | 32 | 6 | 15 | 42 | 7 | 38 | 30 |
| | 34% | 38% | 32% | 27% | 27% | 43% | 41% | 30% | 40% |
| | | | | | | d | | | |
| Misreporting hours worked | 65 | 15 | 31 | 3 | 8 | 37 | - | 29 | 32 |
| | 29% | 33% | 30% | 14% | 15% | 38% | - | 23% | 42% |
| | | | | | | D | | | G |
| Stealing | 56 | 15 | 22 | 6 | 14 | 26 | 4 | 29 | 22 |
| | 25% | 33% | 22% | 27% | 25% | 26% | 24% | 23% | 29% |
| Improper hiring practices (e.g. favouring family or friends) | 56 | 10 | 27 | 4 | 14 | 27 | 3 | 32 | 18 |
| | 25% | 22% | 27% | 18% | 26% | 27% | 17% | 25% | 24% |
| Abusive behaviour | 54 | 14 | 22 | 9 | 18 | 24 | 6 | 34 | 18 |
| | 24% | 31% | 22% | 41% | 33% | 24% | 35% | 27% | 24% |
| Fraud | 41 | 6 | 24 | 6 | 10 | 19 | 4 | 24 | 16 |
| | 18% | 13% | 24% | 27% | 18% | 19% | 23% | 19% | 21% |
| Discrimination (e.g. by race, gender, age) | 23 | 9 | 6 | - | 1 | 17 | 1 | 10 | 6 |
| | 10% | 20% | 6% | - | 2% | 17% | 6% | 8% | 8% |
| | | B | | | | D | | | |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

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

| | EMPLOYEE ETHICS | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | | |
|-------------------------|-----------------|--------------|------------------|--------------------------|----------------------------|-----------------------|------|------|------|
| | Total | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | a | b | *c | d | e | *f | g | h |
| Significance Level: 95% | | A | B | *C | D | E | *F | G | H |
| Unweighted Total | 223 | 45 | 101 | 22 | 55 | 98 | 17 | 128 | 76 |
| Weighted Total | 223 | 45 | 101 | 22 | 55 | 98 | 17 | 128 | 76 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Other | 18 | 5 | 9 | 1 | 5 | 5 | 3 | 9 | 6 |
| | 8% | 11% | 9% | 5% | 9% | 5% | 18% | 7% | 8% |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

Q5 Did you raise 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: 90% Significance Level: 95% | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|--|-------|--------|--------|-------|-------|------|---------------|------------|------------|------------|------------|----------------|-----------|-----------------------------|----------|-----------|---------------|----------------------------|----------|
| | | | | | | | Ile de France | North-east | North-west | South-west | South-east | | | Public and Third/Volun-tary | | | | | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | | | | | | Full time | Part time | | Pri-vate | Man-agers | Non-man-agers | Aware | Un-aware |
| | | a | b | c | d | e | f | g | h | *i | j | k | *l | m | n | o | p | q | *r |
| | | A | B | C | D | E | F | G | H | *I | J | K | *L | M | N | O | P | Q | *R |
| Unweighted Total | 223 | 120 | 103 | 71 | 122 | 30 | 41 | 73 | 37 | 24 | 48 | 201 | 22 | 82 | 141 | 65 | 158 | 223 | - |
| Weighted Total | 223 | 121 | 102 | 71 | 122 | 31 | 40 | 74 | 37 | 24 | 48 | 201 | 22 | 82 | 141 | 65 | 158 | 223 | - |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | - |
| Yes | 99 | 58 | 41 | 29 | 59 | 11 | 17 | 32 | 18 | 9 | 24 | 90 | 9 | 39 | 60 | 40 | 59 | 99 | - |
| | 44% | 48% | 40% | 41% | 48% | 37% | 42% | 43% | 49% | 37% | 50% | 45% | 41% | 48% | 43% | 62% P | 37% | 44% | - |
| No | 119 | 61 | 59 | 40 | 60 | 19 | 22 | 42 | 18 | 14 | 23 | 106 | 13 | 42 | 77 | 24 | 95 | 119 | - |
| | 53% | 50% | 57% | 56% | 49% | 63% | 56% | 56% | 49% | 58% | 48% | 53% | 59% | 51% | 55% | 37% | 60% O | 53% | - |
| Don't know | 5 | 2 | 3 | 2 | 3 | - | 1 | 1 | 1 | 1 | 1 | 5 | - | 1 | 4 | 1 | 4 | 5 | - |
| | 2% | 2% | 3% | 3% | 2% | - | 2% | 1% | 3% | 4% | 2% | 2% | - | 1% | 3% | 2% | 3% | 2% | - |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

Q5 Did you raise 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

| | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|------------------|---|-----------|-----------------------------|--------|-----------------------|---------------|--|---|---|---|
| | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accommodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Total | a A | b B | c C | d D | e E | f F | g G | h H | i I | j J |
| Unweighted Total | 223 | 77 146 | 41 182 | | 35 | 188 | 39 | 58 | 38 | 88 |
| Weighted Total | 223 | 77 146 | 41 182 | | 35 | 188 | 39 | 58 | 38 | 88 |
| | 100% | 100% 100% | 100% 100% | | 100% | 100% | 100% | 100% | 100% | 100% |
| Yes | 99 | 46 53 | 22 77 | | 14 | 85 | 16 | 22 | 19 | 42 |
| | 44% | 60% 36% | 54% 42% | | 40% | 45% | 41% | 38% | 50% | 48% |
| | | B | | | | | | | | |
| No | 119 | 29 90 | 18 101 | | 20 | 99 | 22 | 35 | 18 | 44 |
| | 53% | 38% 62% | 44% 55% | | 57% | 53% | 56% | 60% | 47% | 50% |
| | | A | | | | | | | | |
| Don't know | 5 | 2 3 | 1 4 | | 1 | 4 | 1 | 1 | 1 | 2 |
| | 2% | 3% 2% | 2% 2% | | 3% | 2% | 3% | 2% | 3% | 2% |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

Q5 Did you raise 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

| | EMPLOYEE ETHICS | | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|-------------------------|-----------------|--------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | Total | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | a | b | *c | d | e | *f | g | h |
| Significance Level: 95% | | A | B | *C | D | E | *F | G | H |
| Unweighted Total | 223 | 45 | 101 | 22 | 55 | 98 | 17 | 128 | 76 |
| Weighted Total | 223 | 45 | 101 | 22 | 55 | 98 | 17 | 128 | 76 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Yes | 99 | 25 | 46 | 15 | 30 | 36 | 13 | 66 | 26 |
| | 44% | 55% | 46% | 68% | 55% | 37% | 77% | 52% | 34% |
| | | | | | E | | | H | |
| No | 119 | 20 | 52 | 7 | 23 | 59 | 4 | 58 | 50 |
| | 53% | 45% | 51% | 32% | 42% | 60% | 23% | 45% | 66% |
| | | | | | D | | | | G |
| Don't know | 5 | - | 3 | - | 2 | 3 | - | 4 | - |
| | 2% | - | 3% | - | 4% | 3% | - | 3% | - |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

Q6 Which of the following, if any, influenced your decision not to raise your concerns?

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

| | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|---|-------|--------|--------|----------|-------|------|---------------|------------|------------|------------|------------|----------------|-----------|---------------------------------|--------------|-----------|---------------|----------------------------|----------|
| | | | | | | | | | | | | | | Public and Third/ Volun-tary | Pri- vate | | | | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | Ile de France | North-east | North-west | South-west | South-east | Full time | Part time | | | Man-agers | Non-man-agers | Aware | Un-aware |
| Significance Level: 90% | | a | b | c | d | *e | *f | g | *h | *i | *j | k | *l | m | n | *o | p | q | *r |
| Significance Level: 95% | | A | B | C | D | *E | *F | G | *H | *I | *J | K | *L | M | N | *O | P | Q | *R |
| Unweighted Total | 119 | 60 | 59 | 40 | 60 | 19 | 23 | 41 | 18 | 14 | 23 | 106 | 13 | 42 | 77 | 24 | 95 | 119 | - |
| Weighted Total | 119 | 61 | 59 | 40 | 60 | 19 | 22 | 42 | 18 | 14 | 23 | 106 | 13 | 42 | 77 | 24 | 95 | 119 | - |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | - |
| I felt it was none of my business | 32 | 20 | 12 | 8 | 17 | 7 | 4 | 11 | 4 | 4 | 9 | 29 | 3 | 14 | 18 | 7 | 25 | 32 | - |
| | 27% | 33% | 20% | 20% | 28% | 37% | 17% | 27% | 22% | 29% | 39% | 27% | 23% | 34% | 23% | 29% | 26% | 27% | - |
| I did not want to be seen as a troublemaker by management | 22 | 13 | 9 | 11 | 8 | 3 | 8 | 7 | 2 | 1 | 4 | 20 | 2 | 6 | 16 | 6 | 16 | 22 | - |
| | 18% | 22% | 15% | 27% d | 13% | 16% | 35% | 17% | 11% | 7% | 18% | 19% | 15% | 14% | 21% | 25% | 17% | 18% | - |
| I thought that they already knew about it | 20 | 8 | 12 | 6 | 9 | 5 | 4 | 8 | 2 | 1 | 5 | 17 | 3 | 10 | 10 | 7 | 13 | 20 | - |
| | 17% | 13% | 20% | 15% | 15% | 26% | 17% | 19% | 11% | 7% | 22% | 16% | 23% | 24% | 13% | 29% | 14% | 17% | - |
| I felt I might jeopardise my job | 15 | 8 | 7 | 7 | 7 | 1 | 4 | 6 | - | 2 | 3 | 11 | 4 | 6 | 9 | 2 | 13 | 15 | - |
| | 13% | 13% | 12% | 18% | 12% | 5% | 17% | 15% | - | 14% | 13% | 10% | 31% | 14% | 12% | 8% | 14% | 13% | - |
| I did not believe that corrective action would be taken | 15 | 7 | 8 | 5 | 7 | 3 | 4 | 5 | - | 3 | 3 | 12 | 3 | 6 | 9 | 2 | 13 | 15 | - |
| | 13% | 12% | 14% | 12% | 12% | 16% | 17% | 12% | - | 22% | 13% | 11% | 23% | 14% | 12% | 9% | 14% | 13% | - |
| I thought that it was common practice | 14 | 5 | 9 | 6 | 8 | - | 3 | 3 | 3 | 2 | 3 | 12 | 2 | 6 | 8 | 3 | 11 | 14 | - |
| | 12% | 8% | 15% | 15% | 13% | - | 13% | 7% | 16% | 14% | 13% | 11% | 15% | 14% | 10% | 13% | 11% | 12% | - |
| I felt it might alienate myself from my colleagues | 10 | 3 | 7 | 5 | 4 | 1 | 1 | 6 | 1 | 1 | 1 | 10 | - | 1 | 9 | 2 | 8 | 10 | - |
| | 8% | 5% | 12% | 13% | 7% | 5% | 4% | 15% | 6% | 7% | 4% | 9% | - | 2% | 12% m | 8% | 8% | 8% | - |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

Q6 Which of the following, if any, influenced your decision not to raise your concerns?

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

| | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|---|-------|--------|--------|----------|----------|------|---------------|------------|------------|------------|------------|----------------|-----------|------------------------------|----------|-----------|---------------|----------------------------|----------|
| | | | | | | | Ile de France | North-east | North-west | South-west | South-east | | | Public and Third/ Volun-tary | Pri-vate | Man-agers | Non-man-agers | | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | | | | | | Full time | Part time | | | | | Aware | Un-aware |
| Significance Level: 90% | | a | b | c | d | *e | *f | g | *h | *i | *j | k | *l | m | n | *o | p | q | *r |
| Significance Level: 95% | | A | B | C | D | *E | *F | G | *H | *I | *J | K | *L | M | N | *O | P | Q | *R |
| Unweighted Total | 119 | 60 | 59 | 40 | 60 | 19 | 23 | 41 | 18 | 14 | 23 | 106 | 13 | 42 | 77 | 24 | 95 | 119 | - |
| Weighted Total | 119 | 61 | 59 | 40 | 60 | 19 | 22 | 42 | 18 | 14 | 23 | 106 | 13 | 42 | 77 | 24 | 95 | 119 | - |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | - |
| I did not know who to contact | 10 | 5 | 5 | 8 | 1 | 1 | - | 3 | 3 | 2 | 2 | 9 | 1 | 1 | 9 | 1 | 9 | 10 | - |
| | 8% | 8% | 8% | 20% D | 2% | 5% | - | 7% | 17% | 14% | 9% | 9% | 8% | 2% | 12% m | 4% | 9% | 8% | - |
| I didn't think it was a serious issue at the time | 9 | 6 | 3 | 2 | 5 | 2 | 2 | 1 | 2 | 3 | 1 | 7 | 2 | 3 | 6 | 4 | 5 | 9 | - |
| | 7% | 10% | 5% | 5% | 8% | 11% | 9% | 2% | 11% | 22% | 4% | 7% | 15% | 7% | 8% | 16% | 5% | 7% | - |
| I thought it would be raised by someone else | 2 | - | 2 | 1 | 1 | - | - | 2 | - | - | - | 2 | - | - | 2 | 1 | 1 | 2 | - |
| | 2% | - | 3% | 3% | 2% | - | - | 5% | - | - | - | 2% | - | - | 3% | 4% | 1% | 2% | - |
| Other | 15 | 6 | 9 | 7 | 7 | 1 | - | 6 | 4 | 3 | 2 | 15 | - | 3 | 12 | 1 | 14 | 15 | - |
| | 13% | 10% | 15% | 18% | 12% | 5% | - | 15% | 22% | 21% | 8% | 14% | - | 7% | 16% | 4% | 15% | 13% | - |
| Don't know | 11 | 7 | 4 | - | 11 | - | 5 | 4 | 1 | - | 1 | 11 | - | 5 | 6 | 3 | 8 | 11 | - |
| | 9% | 11% | 7% | - | 18% C | - | 22% | 10% | 6% | - | 4% | 10% | - | 12% | 8% | 12% | 8% | 9% | - |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

Q6 Which of the following, if any, influenced your decision not to raise your concerns?

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

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|---|-------|---|------|-----------------------------|------|-----------------------|---------------|--|--|---|---|
| | | | | | | | | | | | |
| | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Significance Level: 90% | | *a | b | *c | d | *e | f | *g | h | *i | j |
| Significance Level: 95% | | *A | B | *C | D | *E | F | *G | H | *I | J |
| Unweighted Total | 119 | 29 | 90 | 18 | 101 | 20 | 99 | 22 | 35 | 18 | 44 |
| Weighted Total | 119 | 29 | 90 | 18 | 101 | 20 | 99 | 22 | 35 | 18 | 44 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| I felt it was none of my business | 32 | 7 | 25 | 4 | 28 | 6 | 26 | 7 | 9 | 1 | 15 |
| | 27% | 24% | 28% | 22% | 28% | 30% | 26% | 32% | 26% | 5% | 34% |
| I did not want to be seen as a troublemaker by management | 22 | 7 | 15 | 2 | 20 | 3 | 19 | 4 | 7 | 4 | 7 |
| | 18% | 24% | 17% | 11% | 20% | 15% | 19% | 18% | 20% | 22% | 16% |
| I thought that they already knew about it | 20 | 5 | 15 | 5 | 15 | 3 | 17 | 3 | 5 | 2 | 10 |
| | 17% | 17% | 17% | 28% | 15% | 15% | 17% | 14% | 14% | 11% | 23% |
| I felt I might jeopardise my job | 15 | 6 | 9 | 3 | 12 | 1 | 14 | 1 | 4 | 3 | 7 |
| | 13% | 21% | 10% | 17% | 12% | 5% | 14% | 5% | 11% | 17% | 16% |
| I did not believe that corrective action would be taken | 15 | 5 | 10 | 3 | 12 | 1 | 14 | 1 | 7 | 1 | 6 |
| | 13% | 17% | 11% | 17% | 12% | 5% | 14% | 5% | 20% | 6% | 14% |
| I thought that it was common practice | 14 | 5 | 9 | 2 | 12 | 4 | 10 | 4 | 5 | 1 | 4 |
| | 12% | 17% | 10% | 11% | 12% | 20% | 10% | 18% | 14% | 5% | 9% |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

Q6 Which of the following, if any, influenced your decision not to raise your concerns?

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

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|--|-----------|---|-----------|-----------------------------|-----------|-----------------------|---------------|--|--|---|---|
| | | | | | | | | | | | |
| | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Significance Level: 90% | | *a | b | *c | d | *e | f | *g | h | *i | j |
| Significance Level: 95% | | *A | B | *C | D | *E | F | *G | H | *I | J |
| Unweighted Total | 119 | 29 | 90 | 18 | 101 | 20 | 99 | 22 | 35 | 18 | 44 |
| Weighted Total | 119 | 29 | 90 | 18 | 101 | 20 | 99 | 22 | 35 | 18 | 44 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| I felt it might alienate myself from my colleagues | 10 8% | 3 10% | 7 8% | - - | 10 10% | 3 15% | 7 7% | 3 14% | 3 9% | 2 11% | 2 5% |
| I did not know who to contact | 10 8% | 1 4% | 9 10% | 3 17% | 7 7% | 1 5% | 9 9% | 1 5% | 3 9% | 4 22% | 2 5% |
| I didn't think it was a serious issue at the time | 9 7% | 4 14% | 5 6% | 1 6% | 8 8% | 1 5% | 8 8% | 1 4% | 4 11% | 2 11% | 2 5% |
| I thought it would be raised by someone else | 2 2% | 2 7% | - - | - - | 2 2% | 1 5% | 1 1% | 1 5% | - - | - - | 1 2% |
| Other | 15 13% | 6 20% | 9 10% | - - | 15 15% | 4 20% | 11 11% | 4 18% | 4 12% | 3 17% | 4 9% |
| Don't know | 11 9% | - - | 11 12% | 3 16% | 8 8% | - - | 11 11% | - - | 4 11% | 2 11% | 5 11% |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

Q6 Which of the following, if any, influenced your decision not to raise your concerns?

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

| | Total | EMPLOYEE ETHICS | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|---|-------|-----------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|----------|------|
| | | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | *a | b | *c | *d | e | *f | g | h |
| Significance Level: 95% | | *A | B | *C | *D | E | *F | G | H |
| Unweighted Total | 119 | 20 | 52 | 7 | 23 | 59 | 4 | 58 | 50 |
| Weighted Total | 119 | 20 | 52 | 7 | 23 | 59 | 4 | 58 | 50 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| I felt it was none of my business | 32 | 5 | 14 | 2 | 5 | 17 | 1 | 15 | 14 |
| | 27% | 25% | 27% | 29% | 22% | 29% | 26% | 26% | 28% |
| I did not want to be seen as a troublemaker by management | 22 | 2 | 9 | 1 | 2 | 12 | 1 | 10 | 11 |
| | 18% | 10% | 17% | 15% | 9% | 20% | 25% | 17% | 22% |
| I thought that they already knew about it | 20 | 5 | 8 | - | 4 | 9 | - | 9 | 9 |
| | 17% | 25% | 15% | - | 18% | 15% | - | 16% | 18% |
| I felt I might jeopardise my job | 15 | 3 | 9 | - | 2 | 10 | 1 | 6 | 8 |
| | 13% | 15% | 17% | - | 8% | 17% | 25% | 10% | 16% |
| I did not believe that corrective action would be taken | 15 | - | 9 | - | 2 | 8 | 1 | 7 | 8 |
| | 13% | - | 17% | - | 9% | 13% | 25% | 12% | 16% |
| I thought that it was common practice | 14 | 2 | 9 | 1 | 3 | 6 | 2 | 10 | 2 |
| | 12% | 10% | 17% | 15% | 13% | 10% | 50% | 17% H | 4% |
| I felt it might alienate myself from my colleagues | 10 | - | 8 | 1 | 2 | 6 | - | 5 | 5 |
| | 8% | - | 15% | 14% | 9% | 10% | - | 9% | 10% |
| I did not know who to contact | 10 | - | 7 | 2 | 3 | 3 | - | 7 | 3 |
| | 8% | - | 14% | 29% | 13% | 5% | - | 12% | 6% |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

Q6 Which of the following, if any, influenced your decision not to raise your concerns?

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

| | Total | EMPLOYEE ETHICS | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|---|-------|-----------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | *a | b | *c | *d | e | *f | g | h |
| Significance Level: 95% | | *A | B | *C | *D | E | *F | G | H |
| Unweighted Total | 119 | 20 | 52 | 7 | 23 | 59 | 4 | 58 | 50 |
| Weighted Total | 119 | 20 | 52 | 7 | 23 | 59 | 4 | 58 | 50 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| I didn't think it was a serious issue at the time | 9 | 4 | 2 | - | 3 | 4 | 1 | 4 | 4 |
| | 7% | 20% | 4% | - | 13% | 7% | 25% | 7% | 8% |
| I thought it would be raised by someone else | 2 | - | 1 | - | 1 | 1 | - | 2 | - |
| | 2% | - | 2% | - | 4% | 2% | - | 3% | - |
| Other | 15 | 1 | 5 | - | 2 | 11 | 1 | 3 | 8 |
| | 13% | 5% | 10% | - | 9% | 19% | 25% | 5% | 16% |
| | | | | | | | | | 9 |
| Don't know | 11 | 2 | 4 | 3 | 3 | 3 | 1 | 6 | 4 |
| | 9% | 10% | 8% | 42% | 13% | 5% | 25% | 10% | 8% |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

Q7_SUM Please indicate whether the following statement applies to your organisation or not - SUMMARY TABLE

Base: All respondents

| | 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 |
| Significance Level: 90% | A | B | C | D |
| Significance Level: 95% | | | | |
| Unweighted Total | 750 | 750 | 750 | 750 |
| Weighted Total | 750 | 750 | 750 | 750 |
| | 100% | 100% | 100% | 100% |
| Yes | 316 | 176 | 138 | 161 |
| | 42% | 24% | 18% | 21% |
| | BCD | C | | |
| No | 318 | 425 | 485 | 485 |
| | 42% | 57% | 65% | 65% |
| | | A | AB | AB |
| Don't know | 116 | 149 | 127 | 104 |
| | 15% | 20% | 17% | 14% |
| | | AD | d | |

Columns Tested: A,B,C,D

IBE Ethics at Work survey – European research - France

Q7_1 The next few questions relate to the level to which your organisation provides information and assistance with regards to acting ethically. Please indicate whether the following statement applies 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

| | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|-------------------------|-------|--------|--------|-------|-------|------|---------------|-------------|-------------|-------------|-------------|----------------|-----------|-------------------------------|-----------|------------|-----------------|----------------------------|-----------|
| | | | | | | | Ile de France | North -east | North -west | South -west | South -east | Full time | Part time | Public and Third/ Volun -tary | Pri- vate | Man- agers | Non- man- agers | Aware | Un- aware |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | f | g | h | i | j | k | l | m | n | o | p | q | r |
| Significance Level: 90% | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| Significance Level: 95% | | | | | | | | | | | | | | | | | | | |
| Unweighted Total | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| Weighted Total | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Yes | 316 | 183 | 134 | 92 | 172 | 53 | 72 | 88 | 52 | 29 | 76 | 286 | 30 | 137 | 179 | 116 | 200 | 101 | 215 |
| | 42% | 47% | 37% | 39% | 43% | 46% | 48% | 42% | 41% | 35% | 42% | 44% | 30% | 52% | 37% | 48% | 40% | 45% | 41% |
| | | B | | | | | I | | | | | L | | N | | P | | | |
| No | 318 | 161 | 157 | 98 | 171 | 50 | 57 | 87 | 54 | 43 | 77 | 272 | 46 | 78 | 240 | 107 | 211 | 105 | 213 |
| | 42% | 42% | 43% | 42% | 42% | 43% | 38% | 41% | 43% | 52% | 43% | 42% | 47% | 29% | 50% | 44% | 42% | 47% | 40% |
| | | | | | | | | | Fg | | | | | M | | | | r | |
| Don't know | 116 | 42 | 73 | 44 | 60 | 12 | 21 | 36 | 21 | 11 | 27 | 93 | 23 | 51 | 65 | 21 | 95 | 17 | 99 |
| | 15% | 11% | 20% | 19% | 15% | 11% | 14% | 17% | 16% | 13% | 15% | 14% | 23% | 19% | 13% | 9% | 19% | 8% | 19% |
| | | | A | e | | | | | | | | K | | N | | O | | Q | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

Q7_1 The next few questions relate to the level to which your organisation provides information and assistance with regards to acting ethically. Please indicate whether the following statement applies 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

| | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|------------------|---|-----------|-----------------------------|--------|-----------------------|---------------|--|---|---|---|
| | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accommodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Total | a A | b B | c C | d D | e E | f F | g G | h H | i I | j J |
| Unweighted Total | 750 | 108 642 | 117 633 | | 106 | 644 | 120 | 167 | 157 | 306 |
| Weighted Total | 750 | 109 641 | 117 633 | | 107 | 643 | 121 | 167 | 156 | 305 |
| | 100% | 100% 100% | 100% 100% | | 100% | 100% | 100% | 100% | 100% | 100% |
| Yes | 316 | 54 262 | 82 234 | | 39 | 277 | 40 | 68 | 71 | 137 |
| | 42% | 50% 41% | 70% 37% | | 37% | 43% | 33% | 41% | 45% | 45% |
| | | b | D | | | g | | | G | G |
| No | 318 | 47 271 | 27 291 | | 50 | 268 | 59 | 77 | 66 | 116 |
| | 42% | 44% 42% | 23% 46% | | 47% | 42% | 49% | 46% | 42% | 38% |
| | | | C | | j | | J | j | | |
| Don't know | 116 | 7 109 | 8 108 | | 17 | 99 | 21 | 22 | 20 | 53 |
| | 15% | 6% 17% | 7% 17% | | 16% | 15% | 17% | 13% | 13% | 17% |
| | | A | C | | | | | | | |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

Q7_1 The next few questions relate to the level to which your organisation provides information and assistance with regards to acting ethically. Please indicate whether the following statement applies 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

| | Total | EMPLOYEE ETHICS | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|-------------------------|-------|-----------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | a | b | c | d | e | f | g | h |
| Significance Level: 95% | | A | B | C | D | E | F | G | H |
| Unweighted Total | 750 | 174 | 279 | 88 | 233 | 180 | 56 | 380 | 244 |
| Weighted Total | 750 | 175 | 278 | 88 | 233 | 180 | 56 | 380 | 244 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Yes | 316 | 82 | 109 | 61 | 147 | 41 | 56 | 316 | - |
| | 42% | 47% | 39% | 69% | 63% | 23% | 100% | 83% | - |
| | | b | | E | E | | GH | H | |
| No | 318 | 65 | 133 | 17 | 64 | 116 | - | 45 | 244 |
| | 42% | 37% | 48% | 19% | 27% | 65% | - | 12% | 100% |
| | | | A | | | CD | | F | FG |
| Don't know | 116 | 27 | 37 | 10 | 22 | 23 | - | 19 | - |
| | 15% | 16% | 13% | 11% | 9% | 13% | - | 5% | - |
| | | | | | | | | fH | |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

Q7_2 The next few questions relate to the level to which your organisation provides information and assistance with regards to acting ethically. Please indicate whether the following statement applies 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

| | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | | |
|------------------|-------------------------|--------|--------|-------|-------|------|---------------|-------------|-------------|-------------|-------------|----------------|-----------|-------------------------------|-----------|------------|-----------------|----------------------------|-----------|---|
| | | | | | | | Ile de France | North -east | North -west | South -west | South -east | | | Public and Third/ Volun -tary | Pri- vate | | Non- man- agers | | | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | | | | | | Full time | Part time | | | Man- agers | | Aware | Un- aware | |
| | Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r |
| | Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| Unweighted Total | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 | |
| Weighted Total | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 | |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | |
| Yes | 176 | 105 | 71 | 67 | 90 | 19 | 35 | 56 | 32 | 20 | 33 | 157 | 19 | 77 | 99 | 73 | 103 | 67 | 109 | |
| | 24% | 27% | 20% | 29% | 22% | 17% | 23% | 27% | 25% | 24% | 18% | 24% | 19% | 29% | 20% | 30% | 20% | 30% | 21% | |
| | | B | | dE | | | | j | | | | | | N | | P | | R | | |
| No | 425 | 214 | 211 | 115 | 235 | 75 | 88 | 114 | 67 | 52 | 104 | 368 | 57 | 129 | 296 | 134 | 291 | 135 | 290 | |
| | 57% | 55% | 58% | 49% | 58% | 65% | 58% | 54% | 53% | 63% | 58% | 56% | 58% | 48% | 61% | 55% | 58% | 61% | 55% | |
| | | | | C | C | | | | | | | | | M | | | | | | |
| Don't know | 149 | 68 | 81 | 52 | 77 | 20 | 27 | 40 | 28 | 11 | 43 | 126 | 23 | 60 | 89 | 37 | 112 | 21 | 128 | |
| | 20% | 18% | 22% | 22% | 19% | 18% | 18% | 19% | 22% | 13% | 24% | 19% | 23% | 23% | 18% | 15% | 22% | 9% | 24% | |
| | | | a | | | | | | | I | | | | | | O | | Q | | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

Q7_2 The next few questions relate to the level to which your organisation provides information and assistance with regards to acting ethically. Please indicate whether the following statement applies 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

| | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|------------------|---|-----------|-----------------------------|--------|-----------------------|---------------|--|---|---|---|
| | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accommodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Total | a A | b B | c C | d D | e E | f F | g G | h H | i I | j J |
| Unweighted Total | 750 | 108 642 | 117 633 | | 106 | 644 | 120 | 167 | 157 | 306 |
| Weighted Total | 750 | 109 641 | 117 633 | | 107 | 643 | 121 | 167 | 156 | 305 |
| | 100% | 100% 100% | 100% 100% | | 100% | 100% | 100% | 100% | 100% | 100% |
| Yes | 176 | 35 141 | 50 126 | | 26 | 150 | 28 | 38 | 46 | 64 |
| | 24% | 32% 22% | 43% 20% | | 25% | 23% | 23% | 23% | 29% | 21% |
| | | B | D | | | | | | J | |
| No | 425 | 63 362 | 46 379 | | 53 | 371 | 62 | 103 | 87 | 172 |
| | 57% | 58% 56% | 39% 60% | | 50% | 58% | 52% | 62% | 55% | 56% |
| | | | C | | | | | eg | | |
| Don't know | 149 | 10 139 | 21 128 | | 27 | 122 | 30 | 26 | 24 | 69 |
| | 20% | 9% 22% | 18% 20% | | 25% | 19% | 25% | 15% | 15% | 23% |
| | | A | | | HI | | HI | | | hi |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

Q7_2 The next few questions relate to the level to which your organisation provides information and assistance with regards to acting ethically. Please indicate whether the following statement applies 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 | EMPLOYEE ETHICS | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|-------------------------|-------|-----------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | a | b | c | d | e | f | g | h |
| Significance Level: 95% | | A | B | C | D | E | F | G | H |
| Unweighted Total | 750 | 174 | 279 | 88 | 233 | 180 | 56 | 380 | 244 |
| Weighted Total | 750 | 175 | 278 | 88 | 233 | 180 | 56 | 380 | 244 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Yes | 176 | 43 | 74 | 45 | 98 | 21 | 56 | 176 | - |
| | 24% | 25% | 27% | 51% | 42% | 12% | 100% | 46% | - |
| | | | | E | E | | GH | H | |
| No | 425 | 90 | 160 | 27 | 96 | 138 | - | 146 | 244 |
| | 57% | 52% | 58% | 31% | 41% | 77% | - | 38% | 100% |
| | | | | | c | CD | | F | FG |
| Don't know | 149 | 41 | 44 | 16 | 39 | 21 | - | 58 | - |
| | 20% | 23% | 16% | 18% | 17% | 12% | - | 15% | - |
| | | B | | | | | | FH | |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

Q7_3 The next few questions relate to the level to which your organisation provides information and assistance with regards to acting ethically. Please indicate whether the following statement applies 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

| | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | | |
|------------------|-------------------------|--------|--------|-------|-------|------|---------------|-------------|-------------|-------------|-------------|----------------|-----------|-------------------------------|-----------|------------|----------------|----------------------------|-----------|---|
| | | | | | | | Ile de France | North -east | North -west | South -west | South -east | | | Public and Third/ Volun -tary | Pri- vate | | Non- man agers | | | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | | | | | | Full time | Part time | | | Man- agers | | Aware | Un- aware | |
| | Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r |
| | Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| Unweighted Total | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 | |
| Weighted Total | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 | |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | |
| Yes | 138 | 79 | 59 | 48 | 69 | 21 | 36 | 43 | 25 | 13 | 21 | 119 | 19 | 63 | 75 | 54 | 84 | 43 | 95 | |
| | 18% | 20% | 16% | 21% | 17% | 19% | 24% | 20% | 20% | 15% | 12% | 18% | 19% | 24% | 15% | 22% | 17% | 19% | 18% | |
| | | | | | | | J | J | j | | | | | N | | p | | | | |
| No | 485 | 252 | 233 | 141 | 269 | 75 | 92 | 134 | 81 | 54 | 125 | 425 | 60 | 144 | 341 | 157 | 328 | 163 | 322 | |
| | 65% | 65% | 64% | 60% | 67% | 66% | 61% | 64% | 64% | 65% | 69% | 65% | 61% | 54% | 71% | 64% | 65% | 73% | 61% | |
| | | | | | c | | | | | | | | | M | | | | R | | |
| Don't know | 127 | 56 | 71 | 45 | 64 | 18 | 22 | 34 | 21 | 16 | 34 | 107 | 20 | 59 | 68 | 33 | 94 | 17 | 110 | |
| | 17% | 14% | 20% | 19% | 16% | 16% | 15% | 16% | 16% | 19% | 19% | 16% | 20% | 22% | 14% | 14% | 19% | 8% | 21% | |
| | | | a | | | | | | | | | | | N | o | | | Q | | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

Q7_3 The next few questions relate to the level to which your organisation provides information and assistance with regards to acting ethically. Please indicate whether the following statement applies 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

| | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|------------------|------------------------------------|--------------------|--------------------------|--------|--------------------|---------------|---|---|--|--|
| | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Total | a A | b B | c C | d D | e E | f F | g G | h H | i I | j J |
| Unweighted Total | 750 | 108 642 | 117 633 | | 106 | 644 | 120 | 167 | 157 | 306 |
| Weighted Total | 750 | 109 641 | 117 633 | | 107 | 643 | 121 | 167 | 156 | 305 |
| | 100% | 100% 100% | 100% 100% | | 100% | 100% | 100% | 100% | 100% | 100% |
| Yes | 138 18% | 24 22% 18% | 41 35% 15% D | 97 | 18 17% | 120 19% | 19 16% | 25 15% | 37 24% h | 57 19% |
| No | 485 65% | 79 73% 63% B | 59 50% 67% C | 426 | 73 68% | 413 64% | 82 67% | 115 69% | 98 62% | 191 62% |
| Don't know | 127 17% | 5 5% 19% A | 17 15% 17% | 110 | 16 15% | 111 17% | 20 17% | 27 16% | 22 14% | 58 19% |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

Q7_3 The next few questions relate to the level to which your organisation provides information and assistance with regards to acting ethically. Please indicate whether the following statement applies 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 | EMPLOYEE ETHICS | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|-------------------------|-------|-----------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | a | b | c | d | e | f | g | h |
| Significance Level: 95% | | A | B | C | D | E | F | G | H |
| Unweighted Total | 750 | 174 | 279 | 88 | 233 | 180 | 56 | 380 | 244 |
| Weighted Total | 750 | 175 | 278 | 88 | 233 | 180 | 56 | 380 | 244 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Yes | 138 | 36 | 54 | 34 | 73 | 16 | 56 | 138 | - |
| | 18% | 21% | 19% | 39% | 31% | 9% | 100% | 36% | - |
| | | | | E | E | | GH | H | |
| No | 485 | 114 | 181 | 41 | 125 | 148 | - | 194 | 244 |
| | 65% | 66% | 65% | 47% | 54% | 82% | - | 51% | 100% |
| | | | | | | CD | | F | FG |
| Don't know | 127 | 24 | 43 | 13 | 35 | 16 | - | 48 | - |
| | 17% | 14% | 15% | 15% | 15% | 9% | - | 13% | - |
| | | | | | e | | | FH | |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

Q7_4 The next few questions relate to the level to which your organisation provides information and assistance with regards to acting ethically. Please indicate whether the following statement applies to your organisation or not - My organisation provides training on standards of ethical conduct

Base: All respondents

| | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | | |
|------------------|-------------------------|--------|--------|-------|-------|------|---------------|-------------|-------------|-------------|-------------|----------------|-----------|-------------------------------|----------|-----------|---------------|----------------------------|----------|---|
| | | | | | | | Ile de France | North -east | North -west | South -west | South -east | | | Public and Third/ Volun -tary | | Man-agers | Non-man-agers | | | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | | | | | | Full time | Part time | | Pri-vate | | | Aware | Un-aware | |
| | Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r |
| | Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| Unweighted Total | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 | |
| Weighted Total | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 | |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | |
| Yes | 161 | 95 | 66 | 57 | 77 | 27 | 41 | 47 | 30 | 11 | 32 | 146 | 15 | 75 | 86 | 69 | 92 | 59 | 102 | |
| | 21% | 25% | 18% | 24% | 19% | 24% | 27% | 22% | 24% | 13% | 18% | 22% | 15% | 28% | 18% | 28% | 18% | 27% | 19% | |
| | | B | | | | | IJ | i | i | | | I | | N | | P | | R | | |
| No | 485 | 249 | 236 | 135 | 274 | 76 | 89 | 130 | 79 | 61 | 127 | 423 | 62 | 148 | 337 | 155 | 330 | 149 | 336 | |
| | 65% | 64% | 65% | 58% | 68% | 66% | 59% | 62% | 62% | 74% | 70% | 65% | 63% | 56% | 70% | 63% | 65% | 67% | 64% | |
| | | | | | C | | | | | Fgh | Fg | | | | M | | | | | |
| Don't know | 104 | 42 | 61 | 42 | 51 | 11 | 20 | 34 | 18 | 11 | 21 | 82 | 22 | 43 | 61 | 20 | 84 | 15 | 89 | |
| | 14% | 11% | 17% | 18% | 13% | 10% | 14% | 16% | 14% | 13% | 12% | 13% | 22% | 16% | 13% | 8% | 17% | 7% | 17% | |
| | | | A | de | | | | | | | | K | | | | O | | Q | | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

Q7_4 The next few questions relate to the level to which your organisation provides information and assistance with regards to acting ethically. Please indicate whether the following statement applies to your organisation or not - My organisation provides training on standards of ethical conduct

Base: All respondents

| | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|------------------|---|-------------------|-----------------------------|--------|-----------------------|---------------|--|---|---|---|
| | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accommodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Total | a A | b B | c C | d D | e E | f F | g G | h H | i I | j J |
| Unweighted Total | 750 | 108 642 | 117 633 | | 106 | 644 | 120 | 167 | 157 | 306 |
| Weighted Total | 750 | 109 641 | 117 633 | | 107 | 643 | 121 | 167 | 156 | 305 |
| | 100% | 100% 100% | 100% 100% | | 100% | 100% | 100% | 100% | 100% | 100% |
| Yes | 161 21% | 33 128 31% 20% | 48 113 41% 18% | | 23 22% | 138 21% | 24 20% | 33 20% | 37 24% | 67 22% |
| No | 485 65% | 69 416 64% 65% | 59 426 50% 67% | C | 67 62% | 418 65% | 76 62% | 113 68% | 106 67% | 191 62% |
| Don't know | 104 14% | 6 98 6% 15% | 10 94 9% 15% | c | 17 16% | 87 13% | 21 18% | 21 12% | 14 9% | 48 16% |
| | | A | | | i | | I | | | I |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

Q7_4 The next few questions relate to the level to which your organisation provides information and assistance with regards to acting ethically. Please indicate whether the following statement applies to your organisation or not - My organisation provides training on standards of ethical conduct

Base: All respondents

| | EMPLOYEE ETHICS | | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|-------------------------|-----------------|--------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | Total | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | a | b | c | d | e | f | g | h |
| Significance Level: 95% | | A | B | C | D | E | F | G | H |
| Unweighted Total | 750 | 174 | 279 | 88 | 233 | 180 | 56 | 380 | 244 |
| Weighted Total | 750 | 175 | 278 | 88 | 233 | 180 | 56 | 380 | 244 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Yes | 161 | 44 | 62 | 41 | 82 | 14 | 56 | 161 | - |
| | 21% | 25% | 22% | 47% | 35% | 8% | 100% | 42% | - |
| | | | | dE | E | | GH | H | |
| No | 485 | 107 | 183 | 37 | 126 | 155 | - | 187 | 244 |
| | 65% | 61% | 66% | 42% | 54% | 86% | - | 49% | 100% |
| | | | | | c | CD | | F | FG |
| Don't know | 104 | 23 | 33 | 10 | 25 | 11 | - | 32 | - |
| | 14% | 13% | 12% | 11% | 11% | 6% | - | 8% | - |
| | | | | | e | | | FH | |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

Q8_SUM To what extent do you agree or disagree with the following statement? - SUMMARY TABLE

Base: All respondents

| | | 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 |
|----------------------------|-----|--|---|--|---|---|--|--|---|
| Significance Level: 90% | | a | b | c | d | e | f | g | h |
| Significance Level: 95% | | A | B | C | D | E | F | G | H |
| Unweighted Total | | 750 | 750 | 750 | 750 | 750 | 750 | 750 | 750 |
| Weighted Total | | 750 | 750 | 750 | 750 | 750 | 750 | 750 | 750 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Strongly agree | (5) | 109 | 81 | 31 | 57 | 84 | 94 | 70 | 53 |
| | | 15% | 11% | 4% | 8% | 11% | 13% | 9% | 7% |
| | | BCDeGH | CDH | | C | CDH | CDGH | C | C |
| Tend to agree | (4) | 260 | 212 | 96 | 230 | 208 | 290 | 236 | 189 |
| | | 35% | 28% | 13% | 31% | 28% | 39% | 31% | 25% |
| | | BCEH | C | | CH | C | BCDEGH | CH | C |
| Neither agree nor disagree | (3) | 196 | 237 | 173 | 239 | 207 | 173 | 227 | 199 |
| | | 26% | 32% | 23% | 32% | 28% | 23% | 30% | 27% |
| | | | ACeFH | | ACeFH | CF | | aCF | |
| Tend to disagree | (2) | 79 | 98 | 161 | 99 | 102 | 75 | 96 | 131 |
| | | 11% | 13% | 22% | 13% | 14% | 10% | 13% | 17% |
| | | | f | ABDEFGH | f | aF | | f | ABDEFG |
| Strongly disagree | (1) | 61 | 70 | 209 | 74 | 54 | 39 | 51 | 95 |
| | | 8% | 9% | 28% | 10% | 7% | 5% | 7% | 13% |
| | | F | Fg | ABDEFGH | eFG | | | | ABdEFG |
| Don't know | | 45 | 52 | 80 | 51 | 95 | 79 | 70 | 83 |
| | | 6% | 7% | 11% | 7% | 13% | 11% | 9% | 11% |
| | | | | ABD | | ABDG | ABD | Abd | ABD |
| NETS | | | | | | | | | |
| Net: Agree | | 369 | 293 | 127 | 287 | 292 | 384 | 306 | 242 |
| | | 49% | 39% | 17% | 38% | 39% | 51% | 41% | 32% |
| | | BCDEGH | CH | | CH | CH | BCDEGH | CH | C |

Columns Tested: A,B,C,D,E,F,G,H

IBE Ethics at Work survey – European research - France

Q8_SUM To what extent do you agree or disagree with the following statement? - SUMMARY TABLE

Base: All respondents

Significance Level: 90%

Significance Level: 95%

Unweighted Total

Weighted Total

Net: Disagree

Mean score

Standard deviation

Standard error

Columns Tested: A,B,C,D,E,F,G,H

| 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 |
| A | B | C | D | E | F | G | H |
| 750 | 750 | 750 | 750 | 750 | 750 | 750 | 750 |
| 750 | 750 | 750 | 750 | 750 | 750 | 750 | 750 |
| 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| 140 | 168 | 370 | 173 | 156 | 114 | 147 | 226 |
| 19% | 22% | 49% | 23% | 21% | 15% | 20% | 30% |
| f | aF | ABDEFGH | AF | F | | F | ABDEFG |
| 3.39 | 3.19 | 2.37 | 3.14 | 3.25 | 3.48 | 3.26 | 2.96 |
| BCDEGH | CH | | CH | CdH | BCDEGH | CDH | C |
| 1.14 | 1.13 | 1.19 | 1.10 | 1.12 | 1.05 | 1.06 | 1.17 |
| .04 | .04 | .05 | .04 | .04 | .04 | .04 | .05 |

IBE Ethics at Work survey – European research - France

Q8_1 To what extent do you agree or disagree with the following statement? - Overall, my line manager sets a good example of ethical business behaviour

Base: All respondents

| | | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|----------------------------|-------------------------|-------|--------|---------|-------|-------|------|---------------|------------|------------|------------|------------|----------------|-------------------------------------|--------|--------------|---------------|-----------------------|----------------------------|--------------|
| | | | | | | | | | | | | | | Public and Third/ Volun- tary | | | | | | |
| | | Total | Male | Female | 16-34 | 35-54 | 55+ | Ile de France | North-east | North-west | South-west | South-east | Full time | Part time | | Pri- vate | Man- agers | Non- man- agers | Aware | Un- aware |
| Significance Level: 90% | Significance Level: 95% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r |
| | | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| Unweighted Total | | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| Weighted Total | | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Strongly agree | (5) | 109 | 58 | 51 | 28 | 61 | 20 | 19 | 27 | 16 | 14 | 34 | 94 | 15 | 37 | 72 | 42 | 67 | 30 | 79 |
| | | 15% | 15% | 14% | 12% | 15% | 18% | 12% | 13% | 13% | 17% | 19% | 14% | 15% | 14% | 15% | 17% | 13% | 13% | 15% |
| Tend to agree | (4) | 260 | 133 | 127 | 79 | 143 | 38 | 59 | 78 | 43 | 29 | 50 | 224 | 36 | 85 | 175 | 99 | 161 | 55 | 205 |
| | | 35% | 34% | 35% | 34% | 36% | 33% | 40% | 37% | 34% | 36% | 28% | 34% | 36% | 32% | 36% | 41% | 32% | 25% | 39% |
| Neither agree nor disagree | (3) | 196 | 108 | 88 | 66 | 106 | 24 | 43 | 51 | 36 | 21 | 45 | 172 | 24 | 74 | 122 | 55 | 141 | 57 | 139 |
| | | 26% | 28% | 24% | 28% | 26% | 21% | 29% | 24% | 28% | 25% | 25% | 26% | 24% | 28% | 25% | 22% | 28% | 25% | 26% |
| Tend to disagree | (2) | 79 | 44 | 36 | 26 | 37 | 16 | 10 | 22 | 15 | 9 | 23 | 71 | 8 | 33 | 46 | 18 | 61 | 40 | 39 |
| | | 11% | 11% | 10% | 11% | 9% | 14% | 7% | 11% | 12% | 11% | 13% | 11% | 8% | 12% | 10% | 7% | 12% | 18% | 7% |
| Strongly disagree | (1) | 61 | 29 | 32 | 20 | 33 | 8 | 11 | 19 | 11 | 6 | 14 | 56 | 5 | 19 | 42 | 20 | 41 | 38 | 23 |
| | | 8% | 8% | 9% | 9% | 8% | 7% | 7% | 9% | 9% | 7% | 8% | 9% | 5% | 7% | 9% | 8% | 8% | 17% | 4% |
| Don't know | | 45 | 14 | 31 | 15 | 22 | 8 | 9 | 13 | 6 | 4 | 13 | 34 | 11 | 18 | 27 | 10 | 35 | 3 | 42 |
| | | 6% | 4% | 8% A | 6% | 5% | 7% | 6% | 6% | 5% | 5% | 7% | 5% | 11% K | 7% | 6% | 4% | 7% | 1% | 8% Q |
| NETS | | | | | | | | | | | | | | | | | | | | |
| Net: Agree | | 369 | 192 | 177 | 107 | 204 | 58 | 78 | 104 | 59 | 43 | 84 | 318 | 51 | 122 | 247 | 141 | 228 | 85 | 284 |
| | | 49% | 50% | 49% | 46% | 51% | 50% | 52% | 50% | 47% | 52% | 47% | 49% | 51% | 46% | 51% | 58% P | 45% | 38% | 54% Q |
| Net: Disagree | | 140 | 73 | 68 | 46 | 70 | 24 | 20 | 42 | 26 | 15 | 37 | 127 | 13 | 52 | 88 | 38 | 102 | 78 | 62 |
| | | 19% | 19% | 19% | 20% | 17% | 21% | 14% | 20% | 20% | 18% | 21% f | 20% | 13% | 20% | 18% | 16% | 20% | 35% R | 12% |
| Mean score | | 3.39 | 3.40 | 3.39 | 3.32 | 3.43 | 3.43 | 3.46 | 3.35 | 3.32 | 3.46 | 3.40 | 3.37 | 3.54 | 3.36 | 3.41 | 3.54 P | 3.32 | 3.00 | 3.57 Q |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

Q8_1 To what extent do you agree or disagree with the following statement? - Overall, my line manager sets a good example of ethical business behaviour

Base: All respondents

| | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|--------------------|-------------------------|--------|--------|-------|-------|------|---------------|------------|------------|------------|------------|----------------|-----------|------------------------------|----------|-----------|---------------|----------------------------|----------|
| | | | | | | | Ile de France | North-east | North-west | South-west | South-east | | | Public and Third/ Volun-tary | Pri-vate | | Non-man agers | | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | | | | | | Full time | Part time | | | Man-agers | | Aware | Un-aware |
| | Significance Level: 90% | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r |
| | Significance Level: 95% | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| Unweighted Total | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| Weighted Total | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Standard deviation | 1.14 | 1.12 | 1.15 | 1.12 | 1.13 | 1.18 | 1.05 | 1.15 | 1.13 | 1.14 | 1.20 | 1.15 | 1.06 | 1.12 | 1.15 | 1.13 | 1.13 | 1.29 | 1.01 |
| Standard error | .04 | .06 | .06 | .08 | .06 | .12 | .09 | .08 | .10 | .13 | .09 | .05 | .11 | .07 | .05 | .07 | .05 | .09 | .05 |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

Q8_1 To what extent do you agree or disagree with the following statement? - Overall, my line manager sets a good example of ethical business behaviour

Base: All respondents

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | | |
|----------------------------|-----|---|------|-----------------------------|------|-----------------|-----------------------|---------------|--|--|---|---|
| | | | | | | | | | | | | |
| | | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Significance Level: 90% | | | a | b | c | d | e | f | g | h | i | j |
| Significance Level: 95% | | | A | B | C | D | E | F | G | H | I | J |
| Unweighted Total | | 750 | 108 | 642 | 117 | 633 | 106 | 644 | 120 | 167 | 157 | 306 |
| Weighted Total | | 750 | 109 | 641 | 117 | 633 | 107 | 643 | 121 | 167 | 156 | 305 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Strongly agree | (5) | 109 | 12 | 97 | 27 | 82 | 16 | 93 | 16 | 24 | 26 | 43 |
| | | 15% | 11% | 15% | 23% | 13% | 15% | 14% | 13% | 14% | 17% | 14% |
| | | | | | D | | | | | | | |
| Tend to agree | (4) | 260 | 21 | 239 | 54 | 206 | 30 | 229 | 37 | 57 | 70 | 96 |
| | | 35% | 19% | 37% | 46% | 32% | 28% | 36% | 31% | 34% | 45% | 31% |
| | | | | A | D | | | | | | EFGhJ | |
| Neither agree nor disagree | (3) | 196 | 28 | 168 | 23 | 173 | 34 | 162 | 36 | 43 | 35 | 82 |
| | | 26% | 26% | 26% | 20% | 27% | 32% | 25% | 30% | 26% | 22% | 27% |
| | | | | | c | | i | | | | | |
| Tend to disagree | (2) | 79 | 21 | 58 | 8 | 71 | 8 | 71 | 9 | 23 | 8 | 39 |
| | | 11% | 19% | 9% | 7% | 11% | 8% | 11% | 8% | 14% | 5% | 13% |
| | | | B | | | | I | | | I | | I |
| Strongly disagree | (1) | 61 | 23 | 38 | 2 | 59 | 10 | 51 | 13 | 13 | 9 | 26 |
| | | 8% | 21% | 6% | 2% | 9% | 9% | 8% | 11% | 8% | 6% | 8% |
| | | | B | | C | | | | | | | |
| Don't know | | 45 | 3 | 42 | 3 | 42 | 8 | 37 | 9 | 7 | 9 | 20 |
| | | 6% | 3% | 7% | 3% | 7% | 8% | 6% | 8% | 4% | 6% | 7% |
| | | | | | c | | | | | | | |
| NETS | | | | | | | | | | | | |
| Net: Agree | | 369 | 33 | 336 | 81 | 288 | 46 | 322 | 53 | 81 | 96 | 139 |
| | | 49% | 31% | 52% | 69% | 45% | 43% | 50% | 44% | 49% | 61% | 45% |
| | | | | A | D | | | | | | EFGHJ | |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

Q8_1 To what extent do you agree or disagree with the following statement? - Overall, my line manager sets a good example of ethical business behaviour

Base: All respondents

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | | |
|--------------------|-------------------------|---|------|-----------------------------|------|-----------------------|---------------|--|--|---|---|------|
| | | | | | | | | | | | | |
| | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services | |
| | Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j |
| | Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J |
| | Unweighted Total | 750 | 108 | 642 | 117 | 633 | 106 | 644 | 120 | 167 | 157 | 306 |
| | Weighted Total | 750 | 109 | 641 | 117 | 633 | 107 | 643 | 121 | 167 | 156 | 305 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| | Net: Disagree | 140 | 44 | 96 | 10 | 130 | 18 | 122 | 22 | 36 | 17 | 65 |
| | | 19% | 41% | 15% | 8% | 21% | 17% | 19% | 18% | 22% | 11% | 21% |
| | | | B | | | C | | I | i | I | | I |
| | Mean score | 3.39 | 2.79 | 3.50 | 3.84 | 3.31 | 3.35 | 3.40 | 3.31 | 3.35 | 3.65 | 3.32 |
| | | | A | | D | | | | | EFGHJ | | |
| Standard deviation | 1.14 | 1.31 | 1.07 | .92 | 1.15 | 1.16 | 1.14 | 1.17 | 1.15 | 1.03 | 1.16 | |
| Standard error | .04 | .13 | .04 | .09 | .05 | .12 | .05 | .11 | .09 | .08 | .07 | |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

Q8_1 To what extent do you agree or disagree with the following statement? - Overall, my line manager sets a good example of ethical business behaviour

Base: All respondents

| | | EMPLOYEE ETHICS | | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|----------------------------|-----|-----------------|--------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | | Total | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | | a | b | c | d | e | f | g | h |
| Significance Level: 95% | | | A | B | C | D | E | F | G | H |
| Unweighted Total | | 750 | 174 | 279 | 88 | 233 | 180 | 56 | 380 | 244 |
| Weighted Total | | 750 | 175 | 278 | 88 | 233 | 180 | 56 | 380 | 244 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Strongly agree | (5) | 109 | 34 | 36 | 36 | 69 | 5 | 15 | 75 | 28 |
| | | 15% | 20% | 13% | 41% | 30% | 3% | 27% | 20% | 12% |
| | | | b | | dE | E | | H | H | |
| Tend to agree | (4) | 260 | 62 | 94 | 52 | 147 | 20 | 25 | 160 | 64 |
| | | 35% | 36% | 34% | 59% | 63% | 11% | 44% | 42% | 26% |
| | | | | | E | E | | H | H | |
| Neither agree nor disagree | (3) | 196 | 43 | 75 | - | 12 | 39 | 12 | 89 | 69 |
| | | 26% | 25% | 27% | - | 5% | 22% | 22% | 23% | 28% |
| | | | | | | C | CD | | | |
| Tend to disagree | (2) | 79 | 15 | 30 | - | 4 | 57 | 3 | 32 | 33 |
| | | 11% | 9% | 11% | - | 2% | 32% | 5% | 8% | 14% |
| | | | | | | | CD | | | fG |
| Strongly disagree | (1) | 61 | 13 | 29 | - | - | 56 | 1 | 17 | 37 |
| | | 8% | 7% | 10% | - | - | 31% | 2% | 4% | 15% |
| | | | | | | | CD | | | FG |
| Don't know | | 45 | 7 | 15 | - | 1 | 3 | - | 7 | 13 |
| | | 6% | 4% | 5% | - | * | 2% | - | 2% | 5% |
| | | | | | | | | | | fG |
| NETS | | | | | | | | | | |
| Net: Agree | | 369 | 96 | 130 | 88 | 216 | 25 | 40 | 235 | 92 |
| | | 49% | 55% | 47% | 100% | 93% | 14% | 71% | 62% | 38% |
| | | | b | | DE | E | | H | H | |
| Net: Disagree | | 140 | 28 | 59 | - | 4 | 113 | 4 | 49 | 70 |
| | | 19% | 16% | 21% | - | 2% | 63% | 7% | 13% | 29% |
| | | | | | | | CD | | | FG |
| Mean score | | 3.39 | 3.53 | 3.30 | 4.41 | 4.21 | 2.21 | 3.89 | 3.66 | 3.05 |
| | | | B | | DE | E | | H | H | |
| Standard deviation | | 1.14 | 1.14 | 1.17 | .49 | .61 | 1.10 | .93 | 1.04 | 1.25 |
| Standard error | | .04 | .09 | .07 | .05 | .04 | .08 | .12 | .05 | .08 |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

Q8_2 To what extent do you agree or disagree with the following statement? - My line manager explains the importance of honesty and ethics in the work we do

Base: All respondents

| | | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|----------------------------|-------------------------|-------|--------|----------|----------|----------|----------|---------------|-------------|-------------|-------------|-------------|----------------|-----------|-------------------------------|-----------|------------|-----------------|----------------------------|-----------|
| | | Total | Male | Female | 16-34 | 35-54 | 55+ | Ile de France | North -east | North -west | South -west | South -east | Full time | Part time | Public and Third/ Volun -tary | Pri- vate | Man- agers | Non- man- agers | Aware | Un- aware |
| Significance Level: 90% | Significance Level: 95% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r |
| | | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| Unweighted Total | | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| Weighted Total | | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Strongly agree | (5) | 81 | 44 | 37 | 21 | 43 | 17 | 19 | 20 | 11 | 10 | 21 | 71 | 10 | 24 | 57 | 35 | 46 | 24 | 57 |
| | | 11% | 11% | 10% | 9% | 11% | 15% c | 12% | 10% | 9% | 12% | 12% | 11% | 10% | 9% | 12% | 14% P | 9% | 11% | 11% |
| Tend to agree | (4) | 212 | 115 | 97 | 67 | 110 | 35 | 45 | 58 | 37 | 28 | 44 | 184 | 28 | 86 | 126 | 72 | 140 | 64 | 148 |
| | | 28% | 30% | 27% | 29% | 27% | 31% | 30% | 28% | 29% | 33% | 25% | 28% | 28% | 32% n | 26% | 30% | 28% | 29% | 28% |
| Neither agree nor disagree | | 237 | 129 | 108 | 77 | 140 | 20 | 46 | 69 | 44 | 25 | 53 | 211 | 26 | 85 | 152 | 84 | 153 | 56 | 181 |
| | | 32% | 33% | 30% | 33% E | 35% E | 18% | 31% | 33% | 35% | 30% | 30% | 32% | 26% | 32% | 31% | 34% | 30% | 25% Q | 34% |
| Tend to disagree | (2) | 98 | 45 | 53 | 28 | 50 | 20 | 18 | 24 | 21 | 9 | 25 | 82 | 16 | 30 | 68 | 25 | 73 | 41 | 57 |
| | | 13% | 12% | 15% | 12% | 12% | 18% | 12% | 12% | 17% | 11% | 14% | 13% | 16% | 11% | 14% | 10% | 14% | 18% R | 11% |
| Strongly disagree | (1) | 70 | 38 | 32 | 23 | 34 | 13 | 12 | 24 | 9 | 8 | 18 | 64 | 6 | 22 | 48 | 18 | 52 | 35 | 35 |
| | | 9% | 10% | 9% | 10% | 8% | 12% | 8% | 11% | 7% | 10% | 10% | 10% | 6% | 8% | 10% | 7% | 10% | 16% R | 7% |
| Don't know | | 52 | 15 | 37 | 18 | 26 | 8 | 11 | 14 | 5 | 4 | 18 | 39 | 13 | 19 | 33 | 10 | 42 | 3 | 49 |
| | | 7% | 4% | 10% A | 8% | 6% | 7% | 7% | 7% | 4% | 5% | 10% H | 6% | 13% K | 7% | 7% | 4% | 8% O | 1% Q | 9% |
| NETS | | | | | | | | | | | | | | | | | | | | |
| Net: Agree | | 293 | 159 | 134 | 88 | 153 | 53 | 63 | 79 | 48 | 37 | 65 | 255 | 38 | 110 | 183 | 107 | 186 | 88 | 205 |
| | | 39% | 41% | 37% | 38% | 38% | 46% | 42% | 37% | 38% | 45% | 36% | 39% | 38% | 41% | 38% | 44% p | 37% | 39% | 39% |
| Net: Disagree | | 168 | 83 | 85 | 51 | 84 | 34 | 30 | 48 | 30 | 17 | 43 | 146 | 22 | 52 | 116 | 43 | 125 | 76 | 92 |
| | | 22% | 21% | 23% | 22% | 21% | 29% d | 20% | 23% | 24% | 20% | 24% | 22% | 22% | 20% | 24% | 18% O | 25% O | 34% R | 17% |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

Q8_2 To what extent do you agree or disagree with the following statement? - My line manager explains the importance of honesty and ethics in the work we do

Base: All respondents

| Significance Level: 90% Significance Level: 95% | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | | |
|--|------------------|--------|--------|-------|-------|------|---------------|------------|------------|------------|------------|----------------|-----------|---------------------------------|--------------|-----------|------------------|----------------------------|----------|------|
| | | | | | | | Ile de France | North-east | North-west | South-west | South-east | | | Public and Third/ Volun-tary | Pri- vate | | Non-man agers | | | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | | | | | | Full time | Part time | | | Man-agers | | Aware | Un-aware | |
| | | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r | |
| | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | |
| | Unweighted Total | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | Weighted Total | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| | Mean score | 3.19 | 3.22 | 3.16 | 3.16 | 3.21 | 3.22 | 3.29 | 3.14 | 3.17 | 3.29 | 3.16 | 3.19 | 3.23 | 3.24 | 3.17 | 3.35 | 3.12 | 3.00 | 3.28 |
| | | | | | | | | | | | | | | | | P | | | Q | |
| Standard deviation | 1.13 | 1.13 | 1.13 | 1.11 | 1.10 | 1.28 | 1.12 | 1.14 | 1.05 | 1.14 | 1.17 | 1.13 | 1.10 | 1.08 | 1.16 | 1.10 | 1.14 | 1.25 | 1.06 | |
| Standard error | .04 | .06 | .06 | .08 | .06 | .12 | .09 | .08 | .10 | .13 | .09 | .05 | .12 | .07 | .05 | .07 | .05 | .08 | .05 | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

Q8_2 To what extent do you agree or disagree with the following statement? - My line manager explains the importance of honesty and ethics in the work we do

Base: All respondents

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|----------------------------|-----|---|------|-----------------------------|------|-----------------------|---------------|--|---|---|---|
| | | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accommodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Total | | a | b | c | d | e | f | g | h | i | j |
| | | A | B | C | D | E | F | G | H | I | J |
| Unweighted Total | | 750 | 108 | 642 | 117 | 633 | 106 | 644 | 120 | 167 | 306 |
| Weighted Total | | 750 | 109 | 641 | 117 | 633 | 107 | 643 | 121 | 156 | 305 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Strongly agree | (5) | 81 | 13 | 68 | 27 | 54 | 10 | 71 | 10 | 20 | 31 |
| | | 11% | 12% | 11% | 23% | 9% | 10% | 11% | 8% | 12% | 10% |
| | | | | D | | | | | | | |
| Tend to agree | (4) | 212 | 30 | 182 | 55 | 157 | 30 | 182 | 33 | 49 | 83 |
| | | 28% | 28% | 28% | 47% | 25% | 28% | 28% | 28% | 29% | 27% |
| | | | | D | | | | | | | |
| Neither agree nor disagree | (3) | 237 | 26 | 211 | 23 | 214 | 32 | 205 | 34 | 46 | 104 |
| | | 32% | 24% | 33% | 20% | 34% | 30% | 32% | 28% | 28% | 34% |
| | | | | a | | C | | | | | |
| Tend to disagree | (2) | 98 | 17 | 81 | 10 | 88 | 17 | 81 | 21 | 25 | 37 |
| | | 13% | 16% | 13% | 8% | 14% | 16% | 13% | 18% | 15% | 12% |
| | | | | | | | | I | | | |
| Strongly disagree | (1) | 70 | 22 | 48 | 1 | 69 | 10 | 60 | 13 | 18 | 27 |
| | | 9% | 20% | 7% | 1% | 11% | 9% | 9% | 11% | 11% | 9% |
| | | | B | | | C | | | | | |
| Don't know | | 52 | - | 52 | 1 | 51 | 7 | 45 | 9 | 9 | 24 |
| | | 7% | - | 8% | 1% | 8% | 7% | 7% | 8% | 5% | 8% |
| | | | | A | | C | | | | | |
| NETS | | | | | | | | | | | |
| Net: Agree | | 293 | 43 | 250 | 82 | 211 | 40 | 253 | 43 | 69 | 114 |
| | | 39% | 40% | 39% | 70% | 33% | 38% | 39% | 36% | 41% | 37% |
| | | | | | D | | | | | | |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

Q8_2 To what extent do you agree or disagree with the following statement? - My line manager explains the importance of honesty and ethics in the work we do

Base: All respondents

| | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|--------------------|---|-----------|-----------------------------|----|-----------------------|---------------|--|---|---|---|
| | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accommodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| | Total | | | | | | | | | |
| | a | b | c | d | e | f | g | h | i | j |
| | A | B | C | D | E | F | G | H | I | J |
| Unweighted Total | 750 | 108 642 | 117 633 | | 106 | 644 | 120 | 167 | 157 | 306 |
| Weighted Total | 750 | 109 641 | 117 633 | | 107 | 643 | 121 | 167 | 156 | 305 |
| | 100% | 100% 100% | 100% 100% | | 100% | 100% | 100% | 100% | 100% | 100% |
| Net: Disagree | 168 | 39 129 | 11 157 | | 27 | 141 | 34 | 43 | 27 | 64 |
| | 22% | 36% 20% | 9% 25% | | 26% | 22% | 28% | 26% | 17% | 21% |
| | | B | C | | | | I | i | | |
| Mean score | 3.19 | 2.95 3.24 | 3.84 3.07 | | 3.13 | 3.20 | 3.06 | 3.18 | 3.33 | 3.19 |
| | | A | D | | | | | | g | |
| Standard deviation | 1.13 | 1.32 1.08 | .91 1.12 | | 1.13 | 1.13 | 1.15 | 1.19 | 1.09 | 1.10 |
| Standard error | .04 | .13 .04 | .08 .05 | | .11 | .05 | .11 | .09 | .09 | .07 |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

Q8_2 To what extent do you agree or disagree with the following statement? - My line manager explains the importance of honesty and ethics in the work we do

Base: All respondents

| | | EMPLOYEE ETHICS | | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|----------------------------|-----|-----------------|--------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | | Total | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | | a | b | c | d | e | f | g | h |
| Significance Level: 95% | | | A | B | C | D | E | F | G | H |
| Unweighted Total | | 750 | 174 | 279 | 88 | 233 | 180 | 56 | 380 | 244 |
| Weighted Total | | 750 | 175 | 278 | 88 | 233 | 180 | 56 | 380 | 244 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Strongly agree | (5) | 81 | 28 | 22 | 33 | 63 | 5 | 12 | 61 | 16 |
| | | 11% | 16% | 8% | 37% | 27% | 3% | 21% | 16% | 7% |
| | | B | | dE | E | | H | H | | |
| Tend to agree | (4) | 212 | 61 | 73 | 55 | 139 | 21 | 26 | 150 | 38 |
| | | 28% | 35% | 26% | 63% | 60% | 12% | 46% | 39% | 16% |
| | | B | | E | E | | H | H | | |
| Neither agree nor disagree | (3) | 237 | 46 | 92 | - | 22 | 24 | 13 | 108 | 86 |
| | | 32% | 27% | 33% | - | 9% | 13% | 24% | 29% | 35% |
| | | | | | | C | C | | | fg |
| Tend to disagree | (2) | 98 | 17 | 45 | - | 4 | 66 | 2 | 35 | 45 |
| | | 13% | 10% | 16% | - | 2% | 37% | 4% | 9% | 19% |
| | | | a | | | | CD | | | FG |
| Strongly disagree | (1) | 70 | 11 | 32 | - | 2 | 60 | 3 | 15 | 46 |
| | | 9% | 6% | 11% | - | 1% | 33% | 5% | 4% | 19% |
| | | | a | | | | CD | | | FG |
| Don't know | | 52 | 11 | 15 | - | 3 | 4 | - | 11 | 13 |
| | | 7% | 6% | 5% | - | 1% | 2% | - | 3% | 5% |
| | | | | | | | | | | f |
| NETS | | | | | | | | | | |
| Net: Agree | | 293 | 89 | 95 | 88 | 202 | 26 | 38 | 211 | 54 |
| | | 39% | 51% | 34% | 100% | 87% | 14% | 68% | 56% | 22% |
| | | B | | DE | E | | gH | H | | |
| Net: Disagree | | 168 | 28 | 77 | - | 6 | 126 | 5 | 50 | 91 |
| | | 22% | 16% | 28% | - | 3% | 70% | 9% | 13% | 37% |
| | | | A | | | | CD | | | FG |
| Mean score | | 3.19 | 3.48 | 3.03 | 4.37 | 4.12 | 2.12 | 3.75 | 3.56 | 2.71 |
| | | | B | | DE | E | | H | H | |
| Standard deviation | | 1.13 | 1.10 | 1.13 | .49 | .71 | 1.10 | 1.01 | 1.01 | 1.16 |
| Standard error | | .04 | .09 | .07 | .05 | .05 | .08 | .14 | .05 | .08 |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

Q8_3 To what extent do you agree or disagree with the following statement? - My line manager rewards employees who get good results, even if they use practices that are ethically questionable

Base: All respondents

| | | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|----------------------------|-------------------------|-------|--------|--------|-------|-------|------|---------------|-------------|-------------|-------------|-------------|----------------|---------------------------------|--------|----------|-----------|---------------|----------------------------|--------------|
| | | | | | | | | | | | | | | Public and Third/ Volun-tary | | | | | | |
| | | Total | Male | Female | 16-34 | 35-54 | 55+ | Ile de France | North -east | North -west | South -west | South -east | Full time | Part time | | Pri-vate | Man-agers | Non-man-agers | Aware | Un- aware |
| Significance Level: 90% | Significance Level: 95% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r |
| | | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| Unweighted Total | | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| Weighted Total | | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Strongly agree | (5) | 31 | 19 | 12 | 9 | 19 | 3 | 8 | 8 | 6 | 2 | 7 | 28 | 3 | 10 | 21 | 11 | 20 | 16 | 15 |
| | | 4% | 5% | 3% | 4% | 5% | 3% | 5% | 4% | 5% | 2% | 4% | 4% | 3% | 4% | 4% | 5% | 4% | 7% | 3% |
| Tend to agree | (4) | 96 | 62 | 34 | 42 | 48 | 6 | 21 | 37 | 16 | 7 | 15 | 91 | 5 | 36 | 60 | 42 | 54 | 45 | 51 |
| | | 13% | 16% | 9% | 18% | 12% | 5% | 14% | 17% | 13% | 8% | 8% | 14% | 5% | 14% | 12% | 17% | 11% | 20% | 10% |
| | | | B | | DE | E | | j | IJ | | | | L | | | | P | | R | |
| Neither agree nor disagree | (3) | 173 | 93 | 80 | 53 | 95 | 25 | 31 | 50 | 29 | 22 | 41 | 153 | 20 | 62 | 111 | 54 | 119 | 43 | 130 |
| | | 23% | 24% | 22% | 23% | 24% | 22% | 21% | 24% | 23% | 26% | 23% | 24% | 20% | 23% | 23% | 22% | 24% | 19% | 25% |
| Tend to disagree | (2) | 161 | 90 | 71 | 44 | 86 | 32 | 32 | 42 | 27 | 16 | 45 | 132 | 29 | 58 | 103 | 61 | 100 | 49 | 112 |
| | | 22% | 23% | 20% | 19% | 21% | 27% | 21% | 20% | 21% | 19% | 25% | 20% | 29% | 22% | 21% | 25% | 20% | 22% | 21% |
| | | | | | | c | | | | | | | K | | | | p | | | |
| Strongly disagree | (1) | 209 | 90 | 119 | 67 | 109 | 33 | 35 | 57 | 38 | 28 | 50 | 186 | 23 | 76 | 133 | 55 | 154 | 59 | 150 |
| | | 28% | 23% | 33% | 29% | 27% | 29% | 23% | 27% | 30% | 35% | 28% | 29% | 23% | 29% | 27% | 22% | 30% | 26% | 28% |
| | | | | A | | | | | | | f | | | | | | O | | | |
| Don't know | | 80 | 32 | 47 | 19 | 46 | 15 | 22 | 16 | 11 | 8 | 22 | 61 | 19 | 24 | 56 | 21 | 59 | 11 | 69 |
| | | 11% | 8% | 13% | 8% | 11% | 13% | 15% | 8% | 9% | 10% | 12% | 9% | 19% | 9% | 12% | 9% | 12% | 5% | 13% |
| | | | | A | | | | G | | | | | K | | | | | | Q | |
| NETS | | | | | | | | | | | | | | | | | | | | |
| Net: Agree | | 127 | 82 | 46 | 51 | 67 | 9 | 29 | 45 | 22 | 9 | 22 | 119 | 8 | 46 | 81 | 53 | 74 | 61 | 66 |
| | | 17% | 21% | 13% | 22% | 17% | 8% | 19% | 21% | 17% | 11% | 12% | 18% | 8% | 17% | 17% | 22% | 15% | 27% | 13% |
| | | | B | | E | E | | ij | IJ | | | | L | | | | P | | R | |
| Net: Disagree | | 370 | 180 | 190 | 111 | 195 | 65 | 67 | 99 | 65 | 44 | 95 | 318 | 52 | 134 | 236 | 116 | 254 | 108 | 262 |
| | | 49% | 47% | 52% | 47% | 48% | 57% | 45% | 47% | 51% | 54% | 53% | 49% | 53% | 50% | 49% | 48% | 50% | 48% | 50% |
| Mean score | | 2.37 | 2.52 | 2.20 | 2.45 | 2.39 | 2.13 | 2.49 | 2.47 | 2.36 | 2.17 | 2.27 | 2.40 | 2.20 | 2.37 | 2.38 | 2.52 | 2.30 | 2.58 | 2.28 |
| | | | B | | E | e | | i | i | | | | | | | | P | | R | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

Q8_3 To what extent do you agree or disagree with the following statement? - My line manager rewards employees who get good results, even if they use practices that are ethically questionable

Base: All respondents

Significance Level: 90%

Significance Level: 95%

Unweighted Total

Weighted Total

Standard deviation

Standard error

| | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|-------|--------|--------|-------|-------|------|---------------|-------------|-------------|-------------|-------------|----------------|-----------|-------------------------------|-----------|------------|----------------|----------------------------|-----------|
| | | | | | | Ile de France | North -east | North -west | South -west | South -east | Full time | Part time | Public and Third/ Volun -tary | Pri- vate | Man- agers | Non- man agers | Aware | Un- aware |
| Total | Male | Female | 16-34 | 35-54 | 55+ | | | | | | | | | | | | | |
| | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r |
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| 1.19 | 1.20 | 1.16 | 1.23 | 1.20 | 1.05 | 1.23 | 1.22 | 1.22 | 1.12 | 1.14 | 1.21 | 1.05 | 1.19 | 1.20 | 1.19 | 1.19 | 1.30 | 1.13 |
| .05 | .06 | .07 | .08 | .06 | .11 | .11 | .09 | .11 | .13 | .09 | .05 | .12 | .08 | .06 | .08 | .06 | .09 | .05 |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

Q8_3 To what extent do you agree or disagree with the following statement? - My line manager rewards employees who get good results, even if they use practices that are ethically questionable

Base: All respondents

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | | |
|----------------------------|-----|---|------|-----------------------------|------|-----------------|-----------------------|---------------|--|--|---|---|
| | | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j | |
| Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J | |
| Unweighted Total | | 750 | 108 | 642 | 117 | 633 | 106 | 644 | 120 | 167 | 157 | 306 |
| Weighted Total | | 750 | 109 | 641 | 117 | 633 | 107 | 643 | 121 | 167 | 156 | 305 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Strongly agree | (5) | 31 | 8 | 23 | 6 | 25 | 6 | 25 | 6 | 12 | 4 | 9 |
| | | 4% | 7% | 4% | 5% | 4% | 6% | 4% | 5% | 7% | 3% | 3% |
| | | | b | | | | | | | fiJ | | |
| Tend to agree | (4) | 96 | 23 | 73 | 28 | 68 | 16 | 80 | 19 | 25 | 21 | 31 |
| | | 13% | 21% | 11% | 24% | 11% | 15% | 12% | 16% | 15% | 13% | 10% |
| | | | B | | D | | | j | | | | |
| Neither agree nor disagree | (3) | 173 | 20 | 153 | 25 | 148 | 22 | 151 | 25 | 39 | 34 | 75 |
| | | 23% | 19% | 24% | 21% | 23% | 21% | 23% | 21% | 23% | 22% | 25% |
| Tend to disagree | (2) | 161 | 24 | 137 | 34 | 127 | 21 | 140 | 25 | 42 | 36 | 58 |
| | | 22% | 22% | 21% | 29% | 20% | 20% | 22% | 21% | 25% | 23% | 19% |
| | | | | D | | | | | | | | |
| Strongly disagree | (1) | 209 | 30 | 179 | 21 | 188 | 28 | 181 | 32 | 37 | 40 | 100 |
| | | 28% | 28% | 28% | 18% | 30% | 26% | 28% | 27% | 22% | 26% | 33% |
| | | | | C | | | | | | | H | |
| Don't know | | 80 | 3 | 77 | 3 | 77 | 13 | 66 | 13 | 12 | 22 | 33 |
| | | 11% | 3% | 12% | 3% | 12% | 12% | 10% | 11% | 7% | 14% | 11% |
| | | | A | | C | | | | | H | | |
| NETS | | | | | | | | | | | | |
| Net: Agree | | 127 | 31 | 96 | 34 | 93 | 22 | 105 | 25 | 37 | 25 | 40 |
| | | 17% | 29% | 15% | 29% | 15% | 21% | 16% | 21% | 22% | 16% | 13% |
| | | | B | | D | | j | J | fJ | | | |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

Q8_3 To what extent do you agree or disagree with the following statement? - My line manager rewards employees who get good results, even if they use practices that are ethically questionable

Base: All respondents

| | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|--------------------|---|-----------|-----------------------------|----|-----------------------|---------------|--|---|---|---|
| | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accommodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Total | a | b | c | d | e | f | g | h | i | j |
| | A | B | C | D | E | F | G | H | I | J |
| Unweighted Total | 750 | 108 642 | 117 633 | | 106 | 644 | 120 | 167 | 157 | 306 |
| Weighted Total | 750 | 109 641 | 117 633 | | 107 | 643 | 121 | 167 | 156 | 305 |
| | 100% | 100% 100% | 100% 100% | | 100% | 100% | 100% | 100% | 100% | 100% |
| Net: Disagree | 370 | 54 316 | 55 315 | | 49 | 321 | 57 | 79 | 76 | 158 |
| | 49% | 50% 49% | 47% 50% | | 46% | 50% | 47% | 47% | 49% | 52% |
| Mean score | 2.37 | 2.57 2.34 | 2.69 2.31 | | 2.48 | 2.36 | 2.46 | 2.57 | 2.35 | 2.23 |
| | b | | D | | j | | j | FJ | | |
| Standard deviation | 1.19 | 1.31 1.17 | 1.18 1.19 | | 1.27 | 1.18 | 1.25 | 1.23 | 1.15 | 1.16 |
| Standard error | .05 | .13 .05 | .11 .05 | | .13 | .05 | .12 | .10 | .10 | .07 |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

Q8_3 To what extent do you agree or disagree with the following statement? - My line manager rewards employees who get good results, even if they use practices that are ethically questionable

Base: All respondents

| | | EMPLOYEE ETHICS | | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|----------------------------|-----|-----------------|--------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|-----------|-----------|
| | | Total | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | | a | b | c | d | e | f | g | h |
| Significance Level: 95% | | | A | B | C | D | E | F | G | H |
| Unweighted Total | | 750 | 174 | 279 | 88 | 233 | 180 | 56 | 380 | 244 |
| Weighted Total | | 750 | 175 | 278 | 88 | 233 | 180 | 56 | 380 | 244 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Strongly agree | (5) | 31 | 6 | 15 | 14 | 17 | 7 | 9 | 25 | 3 |
| | | 4% | 3% | 5% | 16% DE | 7% | 4% | 16% GH | 7% H | 1% |
| Tend to agree | (4) | 96 | 24 | 48 | 29 | 55 | 17 | 14 | 73 | 15 |
| | | 13% | 14% | 17% | 33% dE | 24% E | 9% | 25% H | 19% H | 6% |
| Neither agree nor disagree | (3) | 173 | 39 | 65 | 10 | 33 | 22 | 11 | 81 | 57 |
| | | 23% | 22% | 23% | 11% | 14% | 12% | 20% | 21% | 23% |
| Tend to disagree | (2) | 161 | 42 | 56 | 17 | 52 | 42 | 12 | 89 | 57 |
| | | 22% | 24% | 20% | 19% | 22% | 23% | 22% | 23% | 23% |
| Strongly disagree | (1) | 209 | 50 | 70 | 17 | 64 | 82 | 9 | 94 | 95 |
| | | 28% | 29% | 25% | 19% | 27% | 46% CD | 16% | 25% | 39% FG |
| Don't know | | 80 | 13 | 25 | 1 | 12 | 10 | 1 | 18 | 17 |
| | | 11% | 7% | 9% | 1% | 5% | 6% c | 2% | 5% | 7% |
| NETS | | | | | | | | | | |
| Net: Agree | | 127 | 30 | 63 | 43 | 72 | 24 | 23 | 98 | 18 |
| | | 17% | 17% | 23% | 49% DE | 31% E | 13% | 41% GH | 26% H | 7% |
| Net: Disagree | | 370 | 92 | 126 | 34 | 116 | 124 | 21 | 183 | 152 |
| | | 49% | 53% | 45% | 39% | 50% c | 69% CD | 37% | 48% | 62% FG |
| Mean score | | 2.37 | 2.34 | 2.54 | 3.07 DE | 2.59 E | 1.97 | 3.04 GH | 2.58 H | 2.00 |
| Standard deviation | | 1.19 | 1.17 | 1.24 | 1.40 | 1.34 | 1.18 | 1.34 | 1.26 | 1.03 |
| Standard error | | .05 | .09 | .08 | .15 | .09 | .09 | .18 | .07 | .07 |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

Q8_4 To what extent do you agree or disagree with the following statement? - My line manager supports me in following my organisation's standards of ethical behaviour

Base: All respondents

| | | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|----------------------------|-----|-------|--------|--------|-------|-------|------|---------------|-------------|-------------|-------------|-------------|----------------|-------------------------------|--------|-----------|------------|-----------------|----------------------------|-----------|
| | | | | | | | | | | | | | | Public and Third/ Volun- tary | | | | | | |
| | | Total | Male | Female | 16-34 | 35-54 | 55+ | Ile de France | North -east | North -west | South -west | South -east | Full time | Part time | | Pri- vate | Man- agers | Non- man- agers | Aware | Un- aware |
| Significance Level: 90% | | | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r |
| Significance Level: 95% | | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| Unweighted Total | | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| Weighted Total | | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Strongly agree | (5) | 57 | 30 | 27 | 17 | 32 | 8 | 13 | 17 | 9 | 6 | 12 | 51 | 6 | 12 | 45 | 22 | 35 | 16 | 41 |
| | | 8% | 8% | 7% | 7% | 8% | 7% | 8% | 8% | 7% | 7% | 7% | 8% | 6% | 5% | 9% M | 9% | 7% | 7% | 8% |
| Tend to agree | (4) | 230 | 122 | 108 | 72 | 122 | 36 | 50 | 72 | 32 | 25 | 51 | 201 | 29 | 89 | 141 | 86 | 144 | 55 | 175 |
| | | 31% | 32% | 30% | 31% | 30% | 32% | 33% | 34% h | 25% | 30% | 28% | 31% | 29% | 33% | 29% | 35% p | 28% | 25% | 33% Q |
| Neither agree nor disagree | (3) | 239 | 129 | 110 | 77 | 135 | 27 | 51 | 61 | 41 | 29 | 56 | 206 | 33 | 83 | 156 | 79 | 160 | 65 | 174 |
| | | 32% | 33% | 30% | 33% e | 33% e | 24% | 34% | 29% | 32% | 36% | 31% | 32% | 33% | 31% | 32% | 32% | 32% | 29% | 33% |
| Tend to disagree | (2) | 99 | 48 | 52 | 32 | 49 | 18 | 14 | 25 | 24 | 11 | 25 | 87 | 12 | 39 | 60 | 29 | 70 | 44 | 55 |
| | | 13% | 12% | 14% | 14% | 12% | 16% | 9% | 12% | 19% Fg | 13% | 14% | 13% | 12% | 15% | 12% | 12% | 14% | 20% R | 10% |
| Strongly disagree | (1) | 74 | 40 | 34 | 20 | 40 | 14 | 12 | 23 | 14 | 9 | 17 | 67 | 7 | 23 | 51 | 18 | 56 | 41 | 33 |
| | | 10% | 10% | 9% | 9% | 10% | 12% | 8% | 11% | 11% | 11% | 10% | 10% | 7% | 9% | 11% | 7% | 11% | 18% R | 6% |
| Don't know | | 51 | 17 | 34 | 16 | 25 | 10 | 12 | 11 | 7 | 3 | 18 | 39 | 12 | 20 | 31 | 10 | 41 | 2 | 49 |
| | | 7% | 4% | 9% A | 7% | 6% | 9% | 8% | 5% | 5% | 4% | 10% gi | 6% | 12% K | 7% | 6% | 4% | 8% O | 1% | 9% Q |
| NETS | | | | | | | | | | | | | | | | | | | | |
| Net: Agree | | 287 | 152 | 135 | 89 | 154 | 45 | 62 | 90 | 41 | 31 | 63 | 252 | 35 | 101 | 186 | 108 | 179 | 71 | 216 |
| | | 38% | 39% | 37% | 38% | 38% | 39% | 42% | 43% h | 32% | 37% | 35% | 39% | 35% | 38% | 38% | 44% P | 35% | 32% | 41% Q |
| Net: Disagree | | 173 | 88 | 85 | 52 | 89 | 33 | 25 | 48 | 38 | 20 | 42 | 154 | 19 | 62 | 111 | 47 | 126 | 85 | 88 |
| | | 23% | 23% | 23% | 22% | 22% | 28% | 17% | 23% | 30% F | 24% | 24% | 24% | 19% | 23% | 23% | 19% | 25% o | 38% R | 17% |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

Q8_4 To what extent do you agree or disagree with the following statement? - My line manager supports me in following my organisation's standards of ethical behaviour

Base: All respondents

| Significance Level: 90% Significance Level: 95% | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | | |
|--|--------------------|--------|--------|-------|-------|------|---------------|------------|------------|------------|------------|----------------|------|---------------------------------|----------|-----------|---------------|----------------------------|----------|------|
| | | | | | | | Ile de France | North-east | North-west | South-west | South-east | | | Public and Third/ Volun-tary | Pri-vate | Man-agers | Non-man-agers | Aware | Un-aware | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | f | g | h | i | j | k | l | m | n | o | p | q | r | |
| | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | |
| | Unweighted Total | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | Weighted Total | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | |
| | Mean score | 3.14 | 3.15 | 3.13 | 3.16 | 3.15 | 3.06 | 3.28 | 3.18 | 2.99 | 3.10 | 3.10 | 3.13 | 3.17 | 3.11 | 3.15 | 3.28 | 3.07 | 2.82 | 3.28 |
| | | | | | | | H | | | | | | | | | P | | | Q | |
| | Standard deviation | 1.10 | 1.10 | 1.10 | 1.07 | 1.09 | 1.18 | 1.05 | 1.13 | 1.11 | 1.09 | 1.09 | 1.11 | 1.03 | 1.04 | 1.13 | 1.05 | 1.11 | 1.21 | 1.01 |
| Standard error | .04 | .06 | .06 | .07 | .06 | .12 | .09 | .08 | .10 | .12 | .09 | .04 | .11 | .07 | .05 | .07 | .05 | .08 | .05 | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

Q8_4 To what extent do you agree or disagree with the following statement? - My line manager supports me in following my organisation's standards of ethical behaviour

Base: All respondents

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|----------------------------|-----|------------------------------------|------|--------------------------|------|--------------------|---------------|---|---|--|--|
| | | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Total | | a | b | c | d | e | f | g | h | i | j |
| | | A | B | C | D | E | F | G | H | I | J |
| Unweighted Total | | 750 | 108 | 642 | 117 | 633 | 106 | 644 | 120 | 167 | 306 |
| Weighted Total | | 750 | 109 | 641 | 117 | 633 | 107 | 643 | 121 | 167 | 305 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Strongly agree | (5) | 57 | 7 | 50 | 20 | 37 | 5 | 52 | 5 | 18 | 18 |
| | | 8% | 6% | 8% | 17% | 6% | 5% | 8% | 4% | 11% | 6% |
| | | | | D | | | | | eGj | gj | |
| Tend to agree | (4) | 230 | 26 | 204 | 51 | 179 | 32 | 198 | 37 | 48 | 94 |
| | | 31% | 24% | 32% | 44% | 28% | 30% | 31% | 31% | 29% | 31% |
| | | | | D | | | | | | | |
| Neither agree nor disagree | (3) | 239 | 31 | 208 | 35 | 204 | 36 | 202 | 39 | 52 | 93 |
| | | 32% | 29% | 32% | 30% | 32% | 34% | 31% | 32% | 31% | 30% |
| Tend to disagree | (2) | 99 | 18 | 81 | 7 | 92 | 11 | 88 | 14 | 25 | 44 |
| | | 13% | 17% | 13% | 6% | 15% | 10% | 14% | 12% | 15% | 14% |
| | | | | C | | | | | | | |
| Strongly disagree | (1) | 74 | 25 | 49 | 3 | 71 | 14 | 60 | 17 | 15 | 31 |
| | | 10% | 23% | 8% | 3% | 11% | 13% | 9% | 14% | 9% | 10% |
| | | | B | | C | | i | | i | | |
| Don't know | | 51 | 1 | 50 | 1 | 50 | 8 | 43 | 8 | 9 | 26 |
| | | 7% | 1% | 8% | 1% | 8% | 8% | 7% | 7% | 5% | 8% |
| | | | A | | C | | | | | | |
| NETS | | | | | | | | | | | |
| Net: Agree | | 287 | 33 | 254 | 71 | 216 | 37 | 250 | 42 | 66 | 112 |
| | | 38% | 31% | 40% | 61% | 34% | 35% | 39% | 35% | 40% | 37% |
| | | | a | | D | | | | | | |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

Q8_4 To what extent do you agree or disagree with the following statement? - My line manager supports me in following my organisation's standards of ethical behaviour

Base: All respondents

| | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|--------------------|------------------------------------|-----------|--------------------------|----|--------------------|---------------|---|---|--|--|
| | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| | Total | | | | | | | | | |
| | a | b | c | d | e | f | g | h | i | j |
| | A | B | C | D | E | F | G | H | I | J |
| Unweighted Total | 750 | 108 642 | 117 633 | | 106 | 644 | 120 | 167 | 157 | 306 |
| Weighted Total | 750 | 109 641 | 117 633 | | 107 | 643 | 121 | 167 | 156 | 305 |
| | 100% | 100% 100% | 100% 100% | | 100% | 100% | 100% | 100% | 100% | 100% |
| Net: Disagree | 173 | 43 130 | 10 163 | | 25 | 148 | 31 | 40 | 27 | 75 |
| | 23% | 40% 20% | 9% 26% | | 24% | 23% | 26% | 24% | 17% | 25% |
| | | B | C | | | | i | | | i |
| Mean score | 3.14 | 2.74 3.21 | 3.67 3.03 | | 3.03 | 3.16 | 2.99 | 3.18 | 3.30 | 3.08 |
| | | A | D | | | | | | eGJ | |
| Standard deviation | 1.10 | 1.25 1.05 | .92 1.10 | | 1.11 | 1.10 | 1.12 | 1.13 | 1.04 | 1.09 |
| Standard error | .04 | .12 .04 | .09 .05 | | .11 | .04 | .11 | .09 | .09 | .07 |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

Q8_4 To what extent do you agree or disagree with the following statement? - My line manager supports me in following my organisation's standards of ethical behaviour

Base: All respondents

| | | EMPLOYEE ETHICS | | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|----------------------------|-----|-----------------|--------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | | Total | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | | a | b | c | d | e | f | g | h |
| Significance Level: 95% | | | A | B | C | D | E | F | G | H |
| Unweighted Total | | 750 | 174 | 279 | 88 | 233 | 180 | 56 | 380 | 244 |
| Weighted Total | | 750 | 175 | 278 | 88 | 233 | 180 | 56 | 380 | 244 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Strongly agree | (5) | 57 | 22 | 13 | 29 | 49 | 2 | 11 | 44 | 12 |
| | | 8% | 13% | 5% | 33% | 21% | 1% | 19% | 12% | 5% |
| | | B | | DE | E | | gH | H | | |
| Tend to agree | (4) | 230 | 59 | 81 | 59 | 158 | 8 | 24 | 166 | 41 |
| | | 31% | 34% | 29% | 67% | 68% | 4% | 43% | 44% | 17% |
| | | | | E | E | | H | H | | |
| Neither agree nor disagree | (3) | 239 | 50 | 99 | - | 20 | 23 | 19 | 108 | 80 |
| | | 32% | 29% | 35% | - | 9% | 13% | 34% | 28% | 33% |
| | | | | | | C | C | | | |
| Tend to disagree | (2) | 99 | 22 | 38 | - | 4 | 76 | 1 | 39 | 46 |
| | | 13% | 13% | 14% | - | 2% | 42% | 2% | 10% | 19% |
| | | | | | | | CD | | F | FG |
| Strongly disagree | (1) | 74 | 12 | 35 | - | 1 | 65 | 1 | 18 | 48 |
| | | 10% | 7% | 13% | - | * | 36% | 2% | 5% | 20% |
| | | | a | | | | CD | | | FG |
| Don't know | | 51 | 9 | 13 | - | 1 | 6 | - | 5 | 17 |
| | | 7% | 5% | 5% | - | * | 3% | - | 1% | 7% |
| | | | | | | | cD | | | FG |
| NETS | | | | | | | | | | |
| Net: Agree | | 287 | 81 | 94 | 88 | 207 | 10 | 35 | 210 | 53 |
| | | 38% | 47% | 34% | 100% | 89% | 6% | 62% | 55% | 22% |
| | | B | | DE | E | | H | H | | |
| Net: Disagree | | 173 | 34 | 73 | - | 5 | 141 | 2 | 57 | 94 |
| | | 23% | 20% | 26% | - | 2% | 78% | 4% | 15% | 39% |
| | | | | | | | CD | | F | FG |
| Mean score | | 3.14 | 3.35 | 3.00 | 4.33 | 4.08 | 1.88 | 3.76 | 3.48 | 2.66 |
| | | | B | | DE | E | | GH | H | |
| Standard deviation | | 1.10 | 1.10 | 1.08 | .47 | .63 | .89 | .85 | .99 | 1.15 |
| Standard error | | .04 | .09 | .07 | .05 | .04 | .07 | .11 | .05 | .08 |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

Q8_5 To what extent do you agree or disagree with the following statement? - My organisation disciplines employees who violate my organisation's ethical standards

Base: All respondents

| | | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|----------------------------|-----|-------|--------|--------|-------|-------|------|---------------|-------------|-------------|-------------|-------------|----------------|-------------------------------|--------|-----------|------------|-----------------|----------------------------|-----------|
| | | | | | | | | | | | | | | Public and Third/ Volun -tary | | | | | | |
| | | Total | Male | Female | 16-34 | 35-54 | 55+ | Ile de France | North -east | North -west | South -west | South -east | Full time | Part time | | Pri- vate | Man- agers | Non- man- agers | Aware | Un- aware |
| Significance Level: 90% | | | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r |
| Significance Level: 95% | | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| Unweighted Total | | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| Weighted Total | | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Strongly agree | (5) | 84 | 52 | 33 | 25 | 41 | 18 | 18 | 28 | 11 | 8 | 20 | 74 | 10 | 37 | 47 | 37 | 47 | 24 | 60 |
| | | 11% | 13% | 9% | 11% | 10% | 16% | 12% | 13% | 9% | 10% | 11% | 11% | 10% | 14% | 10% | 15% | 9% | 11% | 11% |
| | | | b | | | d | | | | | | | | | n | | P | | | |
| Tend to agree | (4) | 208 | 114 | 94 | 60 | 116 | 32 | 49 | 53 | 39 | 22 | 45 | 182 | 26 | 60 | 148 | 72 | 136 | 58 | 150 |
| | | 28% | 29% | 26% | 26% | 29% | 28% | 32% | 25% | 31% | 26% | 25% | 28% | 26% | 22% | 31% | 30% | 27% | 26% | 28% |
| | | | | | | | | | | | | | | | M | | | | | |
| Neither agree nor disagree | (3) | 207 | 115 | 92 | 72 | 108 | 27 | 41 | 65 | 36 | 23 | 42 | 182 | 25 | 85 | 122 | 67 | 141 | 58 | 149 |
| | | 28% | 30% | 25% | 31% | 27% | 24% | 27% | 31% | 28% | 27% | 23% | 28% | 25% | 32% | 25% | 27% | 28% | 26% | 28% |
| | | | | | | | | | j | | | | | | N | | | | | |
| Tend to disagree | (2) | 102 | 50 | 52 | 25 | 65 | 12 | 16 | 26 | 16 | 11 | 33 | 93 | 9 | 36 | 66 | 34 | 68 | 42 | 60 |
| | | 14% | 13% | 14% | 11% | 16% | 11% | 10% | 13% | 13% | 13% | 18% | 14% | 9% | 14% | 14% | 14% | 13% | 19% | 11% |
| | | | | | | c | | | | | | F | | | | | | R | | |
| Strongly disagree | (1) | 54 | 20 | 34 | 18 | 25 | 11 | 11 | 15 | 10 | 8 | 10 | 48 | 6 | 16 | 38 | 13 | 41 | 30 | 24 |
| | | 7% | 5% | 9% | 8% | 6% | 10% | 7% | 7% | 8% | 10% | 6% | 7% | 6% | 6% | 8% | 5% | 8% | 13% | 5% |
| | | | | A | | | | | | | | | | | | | | R | | |
| Don't know | | 95 | 36 | 58 | 34 | 48 | 13 | 17 | 22 | 15 | 12 | 29 | 72 | 23 | 32 | 63 | 21 | 74 | 11 | 84 |
| | | 13% | 9% | 16% | 14% | 12% | 12% | 11% | 11% | 12% | 14% | 16% | 11% | 23% | 12% | 13% | 9% | 15% | 5% | 16% |
| | | | | A | | | | | | | | | K | | | | O | | Q | |
| NETS | | | | | | | | | | | | | | | | | | | | |
| Net: Agree | | 292 | 165 | 127 | 85 | 157 | 51 | 66 | 81 | 50 | 30 | 66 | 256 | 36 | 97 | 195 | 109 | 183 | 82 | 210 |
| | | 39% | 43% | 35% | 36% | 39% | 44% | 44% | 38% | 39% | 36% | 36% | 39% | 36% | 36% | 40% | 45% | 36% | 37% | 40% |
| | | | B | | | | | | | | | | | | | P | | | | |
| Net: Disagree | | 156 | 70 | 86 | 43 | 90 | 23 | 26 | 42 | 26 | 19 | 43 | 141 | 15 | 52 | 104 | 47 | 109 | 72 | 84 |
| | | 21% | 18% | 24% | 18% | 22% | 20% | 18% | 20% | 20% | 23% | 24% | 22% | 15% | 20% | 21% | 19% | 21% | 32% | 16% |
| | | | | a | | | | | | | | | | | | | | R | | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

Q8_5 To what extent do you agree or disagree with the following statement? - My organisation disciplines employees who violate my organisation's ethical standards

Base: All respondents

| | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | | |
|--------------------|-------------------------|--------|--------|-------|-------|------|---------------|-------------|-------------|-------------|-------------|----------------|-----------|-------------------------------|-----------|------------|----------------|----------------------------|-----------|---|
| | | | | | | | Ile de France | North -east | North -west | South -west | South -east | | | Public and Third/ Volun -tary | | | | | | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | | | | | | Full time | Part time | | Pri- vate | Man- agers | Non- man agers | Aware | Un- aware | |
| | Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r |
| | Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| Unweighted Total | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 | |
| Weighted Total | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 | |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | |
| Mean score | 3.25 | 3.36 | 3.13 | 3.25 | 3.24 | 3.34 | 3.35 | 3.27 | 3.23 | 3.15 | 3.22 | 3.25 | 3.33 | 3.28 | 3.24 | 3.39 | 3.19 | 3.02 | 3.37 | |
| | | B | | | | | | | | | | | | | P | | | | Q | |
| Standard deviation | 1.12 | 1.08 | 1.16 | 1.11 | 1.10 | 1.23 | 1.10 | 1.13 | 1.09 | 1.16 | 1.13 | 1.12 | 1.10 | 1.11 | 1.12 | 1.11 | 1.12 | 1.22 | 1.05 | |
| Standard error | .04 | .06 | .07 | .08 | .06 | .12 | .09 | .08 | .10 | .14 | .09 | .05 | .13 | .07 | .05 | .07 | .05 | .08 | .05 | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

Q8_5 To what extent do you agree or disagree with the following statement? - My organisation disciplines employees who violate my organisation's ethical standards

Base: All respondents

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|----------------------------|-----|------------------------------------|------|--------------------------|------|--------------------|---------------|---|---|--|--|
| | | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Total | | a | b | c | d | e | f | g | h | i | j |
| | | A | B | C | D | E | F | G | H | I | J |
| Significance Level: 90% | | | | | | | | | | | |
| Significance Level: 95% | | | | | | | | | | | |
| Unweighted Total | | 750 | 108 | 642 | 117 | 633 | 106 | 644 | 120 | 167 | 306 |
| Weighted Total | | 750 | 109 | 641 | 117 | 633 | 107 | 643 | 121 | 167 | 305 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Strongly agree | (5) | 84 | 18 | 66 | 30 | 54 | 11 | 73 | 11 | 21 | 42 |
| | | 11% | 17% | 10% | 26% | 9% | 11% | 11% | 9% | 13% | 14% |
| | | | b | | D | | i | | i | | I |
| Tend to agree | (4) | 208 | 21 | 187 | 40 | 168 | 30 | 178 | 36 | 63 | 62 |
| | | 28% | 19% | 29% | 34% | 27% | 28% | 28% | 30% | 38% | 20% |
| | | | A | | d | | j | | J | | J |
| Neither agree nor disagree | (3) | 207 | 26 | 181 | 24 | 183 | 34 | 173 | 38 | 35 | 94 |
| | | 28% | 24% | 28% | 21% | 29% | 32% | 27% | 32% | 21% | 31% |
| | | | | | c | | H | | H | | H |
| Tend to disagree | (2) | 102 | 21 | 81 | 16 | 86 | 12 | 90 | 13 | 23 | 41 |
| | | 14% | 19% | 13% | 14% | 14% | 11% | 14% | 11% | 14% | 13% |
| | | | b | | | | | | | | |
| Strongly disagree | (1) | 54 | 16 | 38 | 3 | 51 | 7 | 47 | 10 | 11 | 25 |
| | | 7% | 15% | 6% | 3% | 8% | 7% | 7% | 8% | 7% | 8% |
| | | | B | | C | | | | | | |
| Don't know | | 95 | 6 | 89 | 4 | 91 | 12 | 83 | 12 | 14 | 42 |
| | | 13% | 5% | 14% | 3% | 14% | 11% | 13% | 10% | 8% | 14% |
| | | | A | | C | | | | | gH | h |
| NETS | | | | | | | | | | | |
| Net: Agree | | 292 | 39 | 253 | 70 | 222 | 42 | 251 | 48 | 84 | 104 |
| | | 39% | 36% | 39% | 60% | 35% | 39% | 39% | 39% | 50% | 34% |
| | | | | | D | | | | eFgIJ | | |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

Q8_5 To what extent do you agree or disagree with the following statement? - My organisation disciplines employees who violate my organisation's ethical standards

Base: All respondents

| | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|--------------------|------------------------------------|-----------|--------------------------|----|--------------------|---------------|---|---|--|--|
| | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Total | a | b | c | d | e | f | g | h | i | j |
| | A | B | C | D | E | F | G | H | I | J |
| Unweighted Total | 750 | 108 642 | 117 633 | | 106 | 644 | 120 | 167 | 157 | 306 |
| Weighted Total | 750 | 109 641 | 117 633 | | 107 | 643 | 121 | 167 | 156 | 305 |
| | 100% | 100% 100% | 100% 100% | | 100% | 100% | 100% | 100% | 100% | 100% |
| Net: Disagree | 156 | 37 119 | 19 137 | | 19 | 137 | 23 | 34 | 33 | 66 |
| | 21% | 34% 18% | 16% 22% | | 18% | 21% | 19% | 20% | 21% | 22% |
| | | B | | | | | | | | |
| Mean score | 3.25 | 3.04 3.29 | 3.69 3.16 | | 3.28 | 3.25 | 3.24 | 3.40 | 3.20 | 3.21 |
| | | A | D | | | | | | | |
| Standard deviation | 1.12 | 1.33 1.07 | 1.09 1.10 | | 1.07 | 1.13 | 1.09 | 1.12 | 1.04 | 1.17 |
| Standard error | .04 | .13 .05 | .10 .05 | | .11 | .05 | .10 | .09 | .09 | .07 |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

Q8_5 To what extent do you agree or disagree with the following statement? - My organisation disciplines employees who violate my organisation's ethical standards

Base: All respondents

| | | EMPLOYEE ETHICS | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|----------------------------|------|-----------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| Total | | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | a | b | c | d | e | f | g | h |
| Significance Level: 95% | | A | B | C | D | E | F | G | H |
| Unweighted Total | 750 | 174 | 279 | 88 | 233 | 180 | 56 | 380 | 244 |
| Weighted Total | 750 | 175 | 278 | 88 | 233 | 180 | 56 | 380 | 244 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Strongly agree | (5) | 84 | 23 | 34 | 60 | 6 | 9 | 68 | 14 |
| | 11% | 13% | 10% | 39% | 26% | 3% | 16% | 18% | 6% |
| | | | | DE | E | | H | H | |
| Tend to agree | (4) | 208 | 52 | 54 | 128 | 15 | 27 | 133 | 48 |
| | 28% | 30% | 24% | 61% | 55% | 8% | 48% | 35% | 20% |
| | | | | E | E | | gH | H | |
| Neither agree nor disagree | (3) | 207 | 52 | - | 24 | 38 | 13 | 101 | 75 |
| | 28% | 30% | 29% | - | 10% | 21% | 23% | 27% | 31% |
| | | | | | C | CD | | | |
| Tend to disagree | (2) | 102 | 23 | - | 12 | 61 | 3 | 48 | 42 |
| | 14% | 13% | 16% | - | 5% | 34% | 5% | 13% | 17% |
| | | | | | C | CD | | | F |
| Strongly disagree | (1) | 54 | 8 | - | 1 | 44 | 1 | 12 | 38 |
| | 7% | 5% | 10% | - | * | 24% | 2% | 3% | 16% |
| | | | A | | | CD | | | FG |
| Don't know | | 95 | 16 | - | 8 | 16 | 3 | 18 | 27 |
| | 13% | 9% | 13% | - | 3% | 9% | 5% | 5% | 11% |
| | | | | | c | CD | | | G |
| NETS | | | | | | | | | |
| Net: Agree | 292 | 75 | 93 | 88 | 188 | 21 | 36 | 201 | 62 |
| | 39% | 43% | 33% | 100% | 81% | 12% | 64% | 53% | 25% |
| | | B | | DE | E | | H | H | |
| Net: Disagree | 156 | 31 | 71 | - | 13 | 105 | 4 | 60 | 80 |
| | 21% | 18% | 25% | - | 6% | 58% | 7% | 16% | 33% |
| | | | a | | C | CD | | f | FG |
| Mean score | 3.25 | 3.37 | 3.09 | 4.39 | 4.04 | 2.26 | 3.75 | 3.55 | 2.81 |
| | | B | | DE | E | | H | H | |
| Standard deviation | 1.12 | 1.06 | 1.16 | .49 | .79 | 1.07 | .87 | 1.04 | 1.16 |
| Standard error | .04 | .08 | .07 | .05 | .05 | .08 | .12 | .05 | .08 |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

Q8_6 To what extent do you agree or disagree with the following statement? - My organisation acts responsibly in all its business dealings (with customers, clients, suppliers, etc.)

Base: All respondents

| | | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | | |
|----------------------------|--|-------|--------|--------|----------|----------|------|---------------|------------|------------|------------|------------|----------------|------------------------------|----------|----------|-----------|---------------|----------------------------|----------|----------|
| | | | | | | | | | | | | | | Public and Third/ Volun-tary | | | | | | | |
| | | Total | Male | Female | 16-34 | 35-54 | 55+ | Ile de France | North-east | North-west | South-west | South-east | Full time | Part time | | Pri-vate | Man-agers | Non-man-agers | Aware | Un-aware | |
| Significance Level: 90% | | | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r | |
| Significance Level: 95% | | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | |
| Unweighted Total | | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 | |
| Weighted Total | | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 | |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | |
| Strongly agree | | (5) | 94 | 55 | 39 | 26 | 48 | 20 | 20 | 21 | 17 | 12 | 24 | 81 | 13 | 21 | 73 | 41 | 53 | 22 | 72 |
| | | | 13% | 14% | 11% | 11% | 12% | 18% c | 13% | 10% | 14% | 14% | 13% | 12% | 13% | 8% | 15% M | 17% P | 10% | 10% | 14% |
| Tend to agree | | (4) | 290 | 152 | 138 | 86 | 162 | 43 | 57 | 81 | 50 | 34 | 67 | 250 | 40 | 105 | 185 | 104 | 186 | 64 | 226 |
| | | | 39% | 39% | 38% | 37% | 40% | 37% | 38% | 38% | 39% | 42% | 37% | 38% | 40% | 40% | 38% | 43% | 37% | 29% Q | 43% |
| Neither agree nor disagree | | (3) | 173 | 84 | 88 | 55 | 95 | 23 | 35 | 57 | 31 | 17 | 33 | 154 | 19 | 71 | 102 | 51 | 122 | 62 | 111 |
| | | | 23% | 22% | 24% | 24% | 24% | 20% | 23% | 27% J | 24% | 20% | 18% | 24% | 19% | 27% n | 21% | 21% | 24% | 28% R | 21% |
| Tend to disagree | | (2) | 75 | 42 | 33 | 29 | 39 | 7 | 15 | 23 | 10 | 9 | 18 | 69 | 6 | 28 | 47 | 25 | 50 | 42 | 33 |
| | | | 10% | 11% | 9% | 12% e | 10% | 6% | 10% | 11% | 8% | 11% | 10% | 11% | 6% | 11% | 10% | 10% | 10% | 19% R | 6% |
| Strongly disagree | | (1) | 39 | 19 | 20 | 12 | 19 | 8 | 8 | 11 | 7 | 3 | 10 | 35 | 4 | 13 | 26 | 8 | 31 | 23 | 16 |
| | | | 5% | 5% | 5% | 5% | 5% | 7% | 5% | 5% | 5% | 4% | 6% | 5% | 4% | 5% | 5% | 3% | 6% | 10% R | 3% |
| Don't know | | | 79 | 32 | 46 | 26 | 40 | 13 | 16 | 16 | 12 | 8 | 27 | 62 | 17 | 28 | 51 | 15 | 64 | 10 | 69 |
| | | | 11% | 8% | 13% a | 11% | 10% | 12% | 10% | 8% | 9% | 9% | 15% G | 10% | 17% K | 10% | 11% | 6% | 13% O | 4% | 13% Q |
| NETS | | | | | | | | | | | | | | | | | | | | | |
| Net: Agree | | | 384 | 208 | 176 | 112 | 210 | 63 | 77 | 102 | 67 | 46 | 91 | 331 | 53 | 126 | 258 | 145 | 239 | 86 | 298 |
| | | | 51% | 54% | 48% | 48% | 52% | 55% | 51% | 49% | 53% | 56% | 51% | 51% | 53% | 47% | 53% | 60% P | 47% | 39% Q | 57% |
| Net: Disagree | | | 114 | 61 | 53 | 41 | 58 | 15 | 22 | 35 | 17 | 12 | 28 | 104 | 10 | 41 | 73 | 33 | 81 | 65 | 49 |
| | | | 15% | 16% | 14% | 17% | 14% | 13% | 15% | 17% | 13% | 14% | 16% | 16% | 10% | 15% | 15% | 13% | 16% | 29% R | 9% |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

Q8_6 To what extent do you agree or disagree with the following statement? - My organisation acts responsibly in all its business dealings (with customers, clients, suppliers, etc.)

Base: All respondents

| Significance Level: 90% Significance Level: 95% | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | | |
|--|--------------------|--------|--------|-------|-------|------|---------------|-------------|-------------|-------------|-------------|----------------|------|-------------------------------|-----------|------------|----------------|----------------------------|-----------|------|
| | | | | | | | Ile de France | North -east | North -west | South -west | South -east | | | Public and Third/ Volun -tary | Pri- vate | Man- agers | Non- man agers | Aware | Un- aware | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | f | g | h | i | j | k | l | m | n | o | p | q | r | |
| | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | |
| | Unweighted Total | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | Weighted Total | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | |
| | Mean score | 3.48 | 3.52 | 3.45 | 3.41 | 3.50 | 3.59 | 3.49 | 3.40 | 3.53 | 3.58 | 3.51 | 3.46 | 3.63 | 3.39 | 3.54 | 3.64 | 3.41 | 3.10 | 3.67 |
| | | | | | | | | | | | | | | | m | P | Q | | | |
| | Standard deviation | 1.05 | 1.06 | 1.04 | 1.06 | 1.02 | 1.13 | 1.05 | 1.03 | 1.05 | 1.02 | 1.10 | 1.06 | 1.00 | .99 | 1.08 | 1.01 | 1.06 | 1.16 | .95 |
| Standard error | .04 | .06 | .06 | .07 | .05 | .11 | .09 | .07 | .10 | .12 | .09 | .04 | .11 | .06 | .05 | .07 | .05 | .08 | .04 | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

Q8_6 To what extent do you agree or disagree with the following statement? - My organisation acts responsibly in all its business dealings (with customers, clients, suppliers, etc.)

Base: All respondents

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|----------------------------|-----|------------------------------------|------|--------------------------|------|--------------------|---------------|---|---|--|--|
| | | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Total | | a | b | c | d | e | f | g | h | i | j |
| | | A | B | C | D | E | F | G | H | I | J |
| Unweighted Total | | 750 | 108 | 642 | 117 | 633 | 106 | 644 | 120 | 167 | 306 |
| Weighted Total | | 750 | 109 | 641 | 117 | 633 | 107 | 643 | 121 | 156 | 305 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Strongly agree | (5) | 94 | 13 | 81 | 33 | 61 | 15 | 79 | 16 | 25 | 27 |
| | | 13% | 12% | 13% | 28% | 10% | 14% | 12% | 13% | 15% | 9% |
| | | | | D | | | | | J | J | |
| Tend to agree | (4) | 290 | 29 | 261 | 66 | 224 | 37 | 253 | 43 | 66 | 119 |
| | | 39% | 27% | 41% | 56% | 35% | 35% | 39% | 36% | 40% | 39% |
| | | | | A | D | | | | | | |
| Neither agree nor disagree | (3) | 173 | 27 | 146 | 11 | 162 | 23 | 150 | 25 | 34 | 81 |
| | | 23% | 25% | 23% | 9% | 26% | 22% | 23% | 21% | 20% | 27% |
| | | | | C | | | | | | | |
| Tend to disagree | (2) | 75 | 20 | 55 | 6 | 69 | 11 | 64 | 13 | 20 | 29 |
| | | 10% | 18% | 9% | 5% | 11% | 10% | 10% | 11% | 12% | 9% |
| | | | B | | c | | | | | | |
| Strongly disagree | (1) | 39 | 14 | 25 | - | 39 | 7 | 32 | 10 | 10 | 13 |
| | | 5% | 13% | 4% | - | 6% | 7% | 5% | 8% | 6% | 4% |
| | | | B | | C | | | j | | | |
| Don't know | | 79 | 5 | 74 | 1 | 78 | 13 | 66 | 13 | 12 | 37 |
| | | 11% | 5% | 12% | 1% | 12% | 12% | 10% | 11% | 7% | 12% |
| | | | A | | C | | | | | | h |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

Q8_6 To what extent do you agree or disagree with the following statement? - My organisation acts responsibly in all its business dealings (with customers, clients, suppliers, etc.)

Base: All respondents

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|--------------------|-------------------------|---|------------|-----------------------------|------------|-----------------------|---------------|--|--|---|---|
| | | | | | | | | | | | |
| | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| | Significance Level: 90% | a | b | c | d | e | f | g | h | i | j |
| | Significance Level: 95% | A | B | C | D | E | F | G | H | I | J |
| Unweighted Total | 750 | 108 | 642 | 117 | 633 | 106 | 644 | 120 | 167 | 157 | 306 |
| Weighted Total | 750 | 109 | 641 | 117 | 633 | 107 | 643 | 121 | 167 | 156 | 305 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| NETS | | | | | | | | | | | |
| Net: Agree | 384 51% | 42 39% | 342 53% | 99 85% | 285 45% | 53 49% | 332 52% | 59 49% | 91 55% | 88 56% | 146 48% |
| | | A | D | | | | | | j | | |
| Net: Disagree | 114 15% | 34 31% | 80 12% | 6 5% | 108 17% | 18 17% | 96 15% | 23 19% | 30 18% | 19 12% | 42 14% |
| | | B | C | | | | | | | | |
| Mean score | 3.48 | 3.07 | 3.56 | 4.09 | 3.36 | 3.45 | 3.49 | 3.39 | 3.49 | 3.64 | 3.44 |
| | | A | D | | | | | | | gj | |
| Standard deviation | 1.05 | 1.24 | 1.00 | .76 | 1.06 | 1.13 | 1.04 | 1.16 | 1.11 | 1.03 | .98 |
| Standard error | .04 | .12 | .04 | .07 | .04 | .12 | .04 | .11 | .09 | .09 | .06 |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

Q8_6 To what extent do you agree or disagree with the following statement? - My organisation acts responsibly in all its business dealings (with customers, clients, suppliers, etc.)

Base: All respondents

| | | EMPLOYEE ETHICS | | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|----------------------------|-----|-----------------|--------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | | Total | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | | a | b | c | d | e | f | g | h |
| Significance Level: 95% | | | A | B | C | D | E | F | G | H |
| Unweighted Total | | 750 | 174 | 279 | 88 | 233 | 180 | 56 | 380 | 244 |
| Weighted Total | | 750 | 175 | 278 | 88 | 233 | 180 | 56 | 380 | 244 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Strongly agree | (5) | 94 | 30 | 30 | 35 | 72 | 2 | 12 | 68 | 24 |
| | | 13% | 17% | 11% | 40% | 31% | 1% | 21% | 18% | 10% |
| | | | B | | E | E | | H | H | |
| Tend to agree | (4) | 290 | 65 | 103 | 53 | 142 | 28 | 23 | 173 | 78 |
| | | 39% | 37% | 37% | 60% | 61% | 16% | 41% | 46% | 32% |
| | | | | | E | E | | | H | |
| Neither agree nor disagree | (3) | 173 | 37 | 70 | - | 11 | 44 | 18 | 84 | 57 |
| | | 23% | 21% | 25% | - | 5% | 25% | 32% | 22% | 23% |
| | | | | | | | C | CD | g | |
| Tend to disagree | (2) | 75 | 16 | 33 | - | 2 | 61 | 1 | 25 | 40 |
| | | 10% | 9% | 12% | - | 1% | 34% | 2% | 7% | 16% |
| | | | | | | | CD | | | FG |
| Strongly disagree | (1) | 39 | 8 | 21 | - | - | 36 | - | 7 | 28 |
| | | 5% | 5% | 8% | - | - | 20% | - | 2% | 11% |
| | | | | | | | CD | | | FG |
| Don't know | | 79 | 18 | 22 | - | 6 | 9 | 2 | 23 | 17 |
| | | 11% | 10% | 8% | - | 3% | 5% | 4% | 6% | 7% |
| | | | | | | | C | | | |
| NETS | | | | | | | | | | |
| Net: Agree | | 384 | 95 | 133 | 88 | 214 | 30 | 35 | 241 | 102 |
| | | 51% | 55% | 48% | 100% | 92% | 17% | 62% | 63% | 42% |
| | | | | | DE | E | | H | H | |
| Net: Disagree | | 114 | 24 | 54 | - | 2 | 97 | 1 | 32 | 68 |
| | | 15% | 14% | 19% | - | 1% | 54% | 2% | 8% | 28% |
| | | | | | | | CD | | f | FG |
| Mean score | | 3.48 | 3.60 | 3.34 | 4.40 | 4.25 | 2.41 | 3.85 | 3.76 | 3.13 |
| | | | B | | DE | E | | H | H | |
| Standard deviation | | 1.05 | 1.07 | 1.10 | .49 | .58 | 1.03 | .79 | .91 | 1.19 |
| Standard error | | .04 | .09 | .07 | .05 | .04 | .08 | .11 | .05 | .08 |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

Q8_7 To what extent do you agree or disagree with the following statement? - My organisation lives up to its stated policy of social responsibility

Base: All respondents

| | | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|----------------------------|-----|-------|----------|----------|-------|-------|----------|---------------|-------------|-------------|-------------|-------------|----------------|-----------|-------------------------------|-----------|------------|---------------|----------------------------|-----------|
| | | Total | Male | Female | 16-34 | 35-54 | 55+ | Ile de France | North -east | North -west | South -west | South -east | Full time | Part time | Public and Third/ Volun -tary | Pri- vate | Man- agers | Non-man agers | Aware | Un- aware |
| Significance Level: 90% | | | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r |
| Significance Level: 95% | | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| Unweighted Total | | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| Weighted Total | | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Strongly agree | (5) | 70 | 35 | 35 | 18 | 36 | 16 | 14 | 16 | 13 | 7 | 20 | 58 | 12 | 18 | 52 | 28 | 42 | 15 | 55 |
| | | 9% | 9% | 10% | 8% | 9% | 14% c | 9% | 8% | 10% | 8% | 11% | 9% | 12% | 7% | 11% m | 12% | 8% | 7% | 10% |
| Tend to agree | (4) | 236 | 134 | 102 | 73 | 130 | 34 | 44 | 67 | 39 | 27 | 58 | 205 | 31 | 79 | 157 | 90 | 146 | 49 | 187 |
| | | 31% | 35% B | 28% | 31% | 32% | 29% | 29% | 32% | 31% | 33% | 32% | 32% | 31% | 30% | 32% | 37% P | 29% | 22% | 35% Q |
| Neither agree nor disagree | (3) | 227 | 118 | 109 | 69 | 130 | 28 | 54 | 64 | 35 | 26 | 48 | 200 | 27 | 85 | 142 | 66 | 161 | 73 | 154 |
| | | 30% | 30% | 30% | 29% | 32% | 25% | 36% j | 31% | 28% | 31% | 27% | 31% | 27% | 32% | 29% | 27% | 32% | 33% | 29% |
| Tend to disagree | (2) | 96 | 53 | 44 | 34 | 47 | 15 | 18 | 32 | 16 | 11 | 20 | 87 | 9 | 37 | 59 | 32 | 64 | 47 | 49 |
| | | 13% | 14% | 12% | 15% | 12% | 13% | 12% | 15% | 13% | 13% | 11% | 13% | 9% | 14% | 12% | 13% | 13% | 21% R | 9% |
| Strongly disagree | (1) | 51 | 24 | 27 | 16 | 27 | 8 | 9 | 13 | 14 | 2 | 13 | 47 | 4 | 19 | 32 | 11 | 40 | 34 | 17 |
| | | 7% | 6% | 7% | 7% | 7% | 7% | 6% | 6% | 11% I | 2% | 7% | 7% | 4% | 7% | 7% | 5% | 8% o | 15% R | 3% |
| Don't know | | 70 | 22 | 48 | 24 | 33 | 13 | 13 | 17 | 10 | 10 | 20 | 54 | 16 | 28 | 42 | 17 | 53 | 5 | 65 |
| | | 9% | 6% | 13% A | 10% | 8% | 12% | 8% | 8% | 8% | 12% | 11% | 8% | 16% K | 10% | 9% | 7% | 10% | 2% Q | 12% |
| NETS | | | | | | | | | | | | | | | | | | | | |
| Net: Agree | | 306 | 170 | 137 | 91 | 166 | 50 | 58 | 84 | 52 | 34 | 78 | 263 | 43 | 97 | 209 | 118 | 188 | 64 | 242 |
| | | 41% | 44% b | 38% | 39% | 41% | 43% | 38% | 40% | 41% | 42% | 44% | 40% | 43% | 37% | 43% m | 48% P | 37% | 29% | 46% Q |
| Net: Disagree | | 147 | 77 | 70 | 50 | 74 | 23 | 26 | 45 | 30 | 13 | 33 | 134 | 13 | 56 | 91 | 43 | 104 | 81 | 66 |
| | | 20% | 20% | 19% | 21% | 18% | 20% | 18% | 21% | 24% | 15% | 18% | 21% I | 13% | 21% | 19% | 18% | 21% | 36% R | 13% |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

Q8_7 To what extent do you agree or disagree with the following statement? - My organisation lives up to its stated policy of social responsibility

Base: All respondents

| Significance Level: 90% Significance Level: 95% | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | | |
|--|------------------|--------|--------|-------|-------|------|---------------|------------|------------|------------|------------|----------------|-----------|---------------------------------|----------|-----------|---------------|----------------------------|----------|------|
| | | | | | | | Ile de France | North-east | North-west | South-west | South-east | | | Public and Third/ Volun-tary | Pri-vate | | | | | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | | | | | | Full time | Part time | | | Man-agers | Non-man-agers | Aware | Un-aware | |
| | | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r | |
| | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | |
| | Unweighted Total | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | Weighted Total | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| | Mean score | 3.26 | 3.29 | 3.23 | 3.21 | 3.27 | 3.34 | 3.26 | 3.22 | 3.18 | 3.37 | 3.33 | 3.24 | 3.45 | 3.17 | 3.31 | 3.41 | 3.19 | 2.84 | 3.46 |
| | | | | | | | | | | | | | k | | m | | P | | Q | |
| Standard deviation | 1.06 | 1.04 | 1.09 | 1.06 | 1.04 | 1.16 | 1.02 | 1.04 | 1.17 | .95 | 1.10 | 1.07 | 1.03 | 1.04 | 1.07 | 1.03 | 1.07 | 1.15 | .96 | |
| Standard error | .04 | .05 | .06 | .07 | .05 | .12 | .09 | .08 | .11 | .11 | .09 | .04 | .11 | .07 | .05 | .07 | .05 | .08 | .04 | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

Q8_7 To what extent do you agree or disagree with the following statement? - My organisation lives up to its stated policy of social responsibility

Base: All respondents

| | | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|----------------------------|-----|-------|---|------|-----------------------------|------|-----------------------|---------------|--|--|---|---|
| | | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Significance Level: 90% | | | a | b | c | d | e | f | g | h | i | j |
| Significance Level: 95% | | | A | B | C | D | E | F | G | H | I | J |
| Unweighted Total | | 750 | 108 | 642 | 117 | 633 | 106 | 644 | 120 | 167 | 157 | 306 |
| Weighted Total | | 750 | 109 | 641 | 117 | 633 | 107 | 643 | 121 | 167 | 156 | 305 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Strongly agree | (5) | 70 | 6 | 64 | 27 | 43 | 10 | 60 | 11 | 18 | 17 | 24 |
| | | 9% | 6% | 10% | 23% | 7% | 10% | 9% | 9% | 11% | 11% | 8% |
| | | | | | D | | | | | | | |
| Tend to agree | (4) | 236 | 24 | 212 | 52 | 184 | 37 | 199 | 42 | 56 | 48 | 90 |
| | | 31% | 22% | 33% | 45% | 29% | 35% | 31% | 35% | 34% | 31% | 29% |
| | | | | A | D | | | | | | | |
| Neither agree nor disagree | (3) | 227 | 28 | 199 | 27 | 200 | 21 | 206 | 23 | 54 | 49 | 101 |
| | | 30% | 26% | 31% | 23% | 32% | 20% | 32% | 19% | 32% | 31% | 33% |
| | | | | | c | | | EG | | EG | EG | EG |
| Tend to disagree | (2) | 96 | 26 | 70 | 9 | 87 | 16 | 80 | 19 | 22 | 16 | 39 |
| | | 13% | 24% | 11% | 8% | 14% | 15% | 12% | 16% | 13% | 10% | 13% |
| | | | B | | c | | | | | | | |
| Strongly disagree | (1) | 51 | 22 | 29 | 1 | 50 | 10 | 41 | 12 | 10 | 10 | 19 |
| | | 7% | 20% | 5% | 1% | 8% | 9% | 6% | 10% | 6% | 6% | 6% |
| | | | B | | C | | | | | | | |
| Don't know | | 70 | 2 | 68 | 1 | 69 | 12 | 58 | 13 | 7 | 17 | 33 |
| | | 9% | 2% | 11% | 1% | 11% | 11% | 9% | 11% | 4% | 11% | 11% |
| | | | | A | | C | H | H | H | | H | H |
| NETS | | | | | | | | | | | | |
| Net: Agree | | 306 | 30 | 276 | 80 | 227 | 48 | 259 | 54 | 74 | 65 | 114 |
| | | 41% | 28% | 43% | 68% | 36% | 44% | 40% | 44% | 44% | 41% | 37% |
| | | | | A | D | | | | | | | |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

Q8_7 To what extent do you agree or disagree with the following statement? - My organisation lives up to its stated policy of social responsibility

Base: All respondents

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | | |
|--------------------|-------------------------|---|------|-----------------------------|------|-----------------------|---------------|--|--|---|---|------|
| | | | | | | | | | | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services | |
| | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | | | |
| | Significance Level: 90% | a | b | c | d | e | f | g | h | i | j | |
| | Significance Level: 95% | A | B | C | D | E | F | G | H | I | J | |
| | Unweighted Total | 750 | 108 | 642 | 117 | 633 | 106 | 644 | 120 | 167 | 157 | 306 |
| | Weighted Total | 750 | 109 | 641 | 117 | 633 | 107 | 643 | 121 | 167 | 156 | 305 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| | Net: Disagree | 147 | 48 | 99 | 10 | 137 | 26 | 121 | 31 | 32 | 26 | 58 |
| | | 20% | 44% | 15% | 8% | 22% | 24% | 19% | 26% | 19% | 17% | 19% |
| | | | B | | | C | | | fi | | | |
| | Mean score | 3.26 | 2.68 | 3.37 | 3.82 | 3.15 | 3.23 | 3.27 | 3.20 | 3.31 | 3.33 | 3.22 |
| | | | A | D | | | | | | | | |
| Standard deviation | 1.06 | 1.20 | 1.00 | .91 | 1.06 | 1.17 | 1.05 | 1.19 | 1.05 | 1.06 | 1.03 | |
| Standard error | .04 | .12 | .04 | .08 | .04 | .12 | .04 | .11 | .08 | .09 | .06 | |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

Q8_7 To what extent do you agree or disagree with the following statement? - My organisation lives up to its stated policy of social responsibility

Base: All respondents

| | | EMPLOYEE ETHICS | | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|----------------------------|-----|-----------------|--------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | | Total | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | | a | b | c | d | e | f | g | h |
| Significance Level: 95% | | | A | B | C | D | E | F | G | H |
| Unweighted Total | | 750 | 174 | 279 | 88 | 233 | 180 | 56 | 380 | 244 |
| Weighted Total | | 750 | 175 | 278 | 88 | 233 | 180 | 56 | 380 | 244 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Strongly agree | (5) | 70 | 25 | 16 | 29 | 55 | 1 | 11 | 50 | 17 |
| | | 9% | 14% | 6% | 33% | 24% | 1% | 20% | 13% | 7% |
| | | | B | | dE | E | | H | H | |
| Tend to agree | (4) | 236 | 55 | 89 | 59 | 145 | 13 | 25 | 151 | 58 |
| | | 31% | 32% | 32% | 67% | 62% | 7% | 45% | 40% | 24% |
| | | | | | E | E | | H | H | |
| Neither agree nor disagree | (3) | 227 | 47 | 88 | - | 28 | 38 | 17 | 110 | 76 |
| | | 30% | 27% | 31% | - | 12% | 21% | 30% | 29% | 31% |
| | | | | | | C | CD | | | |
| Tend to disagree | (2) | 96 | 18 | 41 | - | 3 | 70 | 1 | 43 | 41 |
| | | 13% | 10% | 15% | - | 1% | 39% | 2% | 11% | 17% |
| | | | | | | | CD | | F | FG |
| Strongly disagree | (1) | 51 | 11 | 22 | - | - | 48 | 1 | 12 | 35 |
| | | 7% | 6% | 8% | - | - | 27% | 2% | 3% | 14% |
| | | | | | | | CD | | | FG |
| Don't know | | 70 | 18 | 23 | - | 2 | 10 | 1 | 14 | 17 |
| | | 9% | 10% | 8% | - | 1% | 6% | 2% | 4% | 7% |
| | | | | | | | CD | | | g |
| NETS | | | | | | | | | | |
| Net: Agree | | 306 | 80 | 105 | 88 | 200 | 14 | 36 | 201 | 75 |
| | | 41% | 46% | 38% | 100% | 86% | 8% | 64% | 53% | 31% |
| | | | b | | DE | E | | H | H | |
| Net: Disagree | | 147 | 29 | 63 | - | 3 | 118 | 2 | 55 | 76 |
| | | 20% | 17% | 23% | - | 1% | 66% | 4% | 14% | 31% |
| | | | | | | | CD | | F | FG |
| Mean score | | 3.26 | 3.42 | 3.14 | 4.33 | 4.09 | 2.11 | 3.80 | 3.50 | 2.91 |
| | | | B | | DE | E | | GH | H | |
| Standard deviation | | 1.06 | 1.11 | 1.04 | .47 | .64 | .93 | .85 | .98 | 1.16 |
| Standard error | | .04 | .09 | .07 | .05 | .04 | .07 | .11 | .05 | .08 |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

Q8_8 To what extent do you agree or disagree with the following statement? - Issues of right and wrong are discussed in staff meetings

Base: All respondents

| | | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|----------------------------|-------------------------|-------|--------|--------|-------|-------|------|---------------|------------|------------|------------|------------|----------------|-----------|------------------------------|----------|-----------|---------------|----------------------------|---------|
| | | Total | Male | Female | 16-34 | 35-54 | 55+ | Ile de France | North-east | North-west | South-west | South-east | Full time | Part time | Public and Third/ Volun-tary | Pri-vate | Man-agers | Non-man-agers | Aware | Un-ware |
| Significance Level: 90% | Significance Level: 95% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r |
| | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | |
| Unweighted Total | | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| Weighted Total | | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Strongly agree | (5) | 53 | 27 | 26 | 15 | 27 | 11 | 13 | 19 | 5 | 5 | 11 | 47 | 6 | 21 | 32 | 24 | 29 | 19 | 34 |
| | | 7% | 7% | 7% | 6% | 7% | 10% | 8% | 9% | 4% | 6% | 6% | 7% | 6% | 8% | 7% | 10% | 6% | 9% | 6% |
| | | | | | | | | | h | | | | | | | P | | | | |
| Tend to agree | (4) | 189 | 105 | 84 | 66 | 97 | 26 | 38 | 55 | 36 | 15 | 45 | 168 | 21 | 64 | 125 | 72 | 117 | 60 | 129 |
| | | 25% | 27% | 23% | 28% | 24% | 23% | 25% | 26% | 28% | 18% | 25% | 26% | 21% | 24% | 26% | 30% | 23% | 27% | 24% |
| | | | | | | | | | i | | | | | | | p | | | | |
| Neither agree nor disagree | (3) | 199 | 107 | 92 | 59 | 117 | 23 | 35 | 58 | 41 | 22 | 43 | 170 | 29 | 69 | 130 | 63 | 136 | 49 | 150 |
| | | 27% | 28% | 25% | 25% | 29% | 20% | 23% | 28% | 32% | 26% | 24% | 26% | 29% | 26% | 27% | 26% | 27% | 22% | 28% |
| | | | | | | e | | | f | | | | | | | | | q | | |
| Tend to disagree | (2) | 131 | 70 | 61 | 35 | 75 | 21 | 27 | 34 | 20 | 18 | 32 | 116 | 15 | 58 | 73 | 48 | 83 | 49 | 82 |
| | | 17% | 18% | 17% | 15% | 19% | 19% | 18% | 16% | 16% | 21% | 18% | 18% | 15% | 22% | 15% | 20% | 16% | 22% | 16% |
| | | | | | | | | | | | | | | N | | | | R | | |
| Strongly disagree | (1) | 95 | 47 | 47 | 35 | 46 | 14 | 19 | 21 | 15 | 14 | 25 | 87 | 8 | 28 | 67 | 21 | 74 | 37 | 58 |
| | | 13% | 12% | 13% | 15% | 11% | 12% | 13% | 10% | 12% | 17% | 14% | 13% | 8% | 10% | 14% | 9% | 15% | 17% | 11% |
| | | | | | | | | | | | | | | | | O | | R | | |
| Don't know | | 83 | 30 | 53 | 24 | 41 | 18 | 17 | 22 | 10 | 10 | 23 | 63 | 20 | 26 | 57 | 16 | 67 | 9 | 74 |
| | | 11% | 8% | 14% | 10% | 10% | 16% | 12% | 11% | 8% | 12% | 13% | 10% | 20% | 10% | 12% | 6% | 13% | 4% | 14% |
| | | | | A | | d | | | | | | | K | | | O | | Q | | |
| NETS | | | | | | | | | | | | | | | | | | | | |
| Net: Agree | | 242 | 132 | 110 | 81 | 124 | 38 | 51 | 74 | 41 | 20 | 56 | 215 | 27 | 85 | 157 | 97 | 146 | 79 | 163 |
| | | 32% | 34% | 30% | 35% | 31% | 33% | 34% | 35% | 32% | 24% | 31% | 33% | 27% | 32% | 33% | 40% | 29% | 36% | 31% |
| | | | | | | | | | i | | | | | | | P | | | | |
| Net: Disagree | | 226 | 117 | 109 | 70 | 121 | 36 | 47 | 55 | 35 | 31 | 57 | 203 | 23 | 86 | 140 | 69 | 157 | 86 | 140 |
| | | 30% | 30% | 30% | 30% | 30% | 31% | 31% | 26% | 28% | 38% | 32% | 31% | 23% | 32% | 29% | 28% | 31% | 39% | 27% |
| | | | | | | | | | | G | | | | | | | | R | | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

Q8_8 To what extent do you agree or disagree with the following statement? - Issues of right and wrong are discussed in staff meetings

Base: All respondents

| Significance Level: 90% Significance Level: 95% | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | | |
|--|-------|--------|--------|-------|-------|------|---------------|------------|------------|------------|------------|----------------|-----------|-----------------------------|----------|-----------|---------------|----------------------------|-------|----------|
| | | | | | | | Ile de France | North-east | North-west | South-west | South-east | Full time | Part time | Public and Third/Volun-tary | Pri-vate | Man-agers | Non-man-agers | | | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | | | | | | | | | | | | | Aware | Un-aware |
| | | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r | |
| | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | |
| Unweighted Total | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 | |
| Weighted Total | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 | |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | |
| Mean score | 2.96 | 2.99 | 2.93 | 2.96 | 2.96 | 2.99 | 2.98 | 3.09 | 2.97 | 2.72 | 2.90 | 2.95 | 3.03 | 2.97 | 2.96 | 3.14 | 2.87 | 2.88 | 3.00 | |
| | | | | | | | I | | | | | | | | P | | | | | |
| Standard deviation | 1.17 | 1.15 | 1.19 | 1.20 | 1.13 | 1.25 | 1.21 | 1.16 | 1.08 | 1.19 | 1.19 | 1.18 | 1.09 | 1.15 | 1.18 | 1.14 | 1.17 | 1.24 | 1.13 | |
| Standard error | .05 | .06 | .07 | .08 | .06 | .13 | .10 | .09 | .10 | .14 | .10 | .05 | .12 | .07 | .06 | .08 | .06 | .09 | .05 | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

Q8_8 To what extent do you agree or disagree with the following statement? - Issues of right and wrong are discussed in staff meetings

Base: All respondents

| | | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|----------------------------|-----|-------|---|------|-----------------------------|------|-----------------------|---------------|--|--|---|---|
| | | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Significance Level: 90% | | | a | b | c | d | e | f | g | h | i | j |
| Significance Level: 95% | | | A | B | C | D | E | F | G | H | I | J |
| Unweighted Total | | 750 | 108 | 642 | 117 | 633 | 106 | 644 | 120 | 167 | 157 | 306 |
| Weighted Total | | 750 | 109 | 641 | 117 | 633 | 107 | 643 | 121 | 167 | 156 | 305 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Strongly agree | (5) | 53 | 9 | 44 | 18 | 35 | 9 | 44 | 11 | 9 | 11 | 22 |
| | | 7% | 8% | 7% | 15% | 6% | 9% | 7% | 9% | 5% | 7% | 7% |
| | | | | | D | | | | | | | |
| Tend to agree | (4) | 189 | 34 | 155 | 48 | 141 | 26 | 163 | 32 | 53 | 35 | 69 |
| | | 25% | 32% | 24% | 41% | 22% | 25% | 25% | 27% | 32% | 22% | 23% |
| | | | | | D | | | | | fiJ | | |
| Neither agree nor disagree | (3) | 199 | 22 | 177 | 27 | 172 | 32 | 167 | 33 | 44 | 42 | 80 |
| | | 27% | 20% | 28% | 23% | 27% | 30% | 26% | 27% | 26% | 27% | 26% |
| Tend to disagree | (2) | 131 | 21 | 110 | 15 | 116 | 14 | 117 | 14 | 27 | 29 | 61 |
| | | 17% | 20% | 17% | 13% | 18% | 13% | 18% | 12% | 16% | 18% | 20% |
| | | | | | | | | g | | | | G |
| Strongly disagree | (1) | 95 | 19 | 76 | 5 | 90 | 12 | 83 | 16 | 19 | 20 | 40 |
| | | 13% | 18% | 12% | 4% | 14% | 11% | 13% | 13% | 11% | 13% | 13% |
| | | | b | | | C | | | | | | |
| Don't know | | 83 | 3 | 80 | 4 | 79 | 13 | 70 | 14 | 15 | 20 | 34 |
| | | 11% | 3% | 12% | 3% | 12% | 12% | 11% | 12% | 9% | 13% | 11% |
| | | | | A | | C | | | | | | |
| NETS | | | | | | | | | | | | |
| Net: Agree | | 242 | 43 | 199 | 66 | 176 | 35 | 207 | 43 | 62 | 46 | 91 |
| | | 32% | 40% | 31% | 57% | 28% | 33% | 32% | 36% | 37% | 30% | 30% |
| | | | b | | D | | | | | | | |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

Q8_8 To what extent do you agree or disagree with the following statement? - Issues of right and wrong are discussed in staff meetings

Base: All respondents

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | | |
|--------------------|-------------------------|---|------|-----------------------------|------|-----------------------|---------------|--|--|---|---|------|
| | | | | | | | | | | | | |
| | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services | |
| | Significance Level: 90% | a | b | c | d | e | f | g | h | i | j | |
| | Significance Level: 95% | A | B | C | D | E | F | G | H | I | J | |
| | Unweighted Total | 750 | 108 | 642 | 117 | 633 | 106 | 644 | 120 | 167 | 157 | 306 |
| | Weighted Total | 750 | 109 | 641 | 117 | 633 | 107 | 643 | 121 | 167 | 156 | 305 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| | Net: Disagree | 226 | 40 | 186 | 20 | 206 | 26 | 199 | 30 | 46 | 49 | 101 |
| | | 30% | 37% | 29% | 17% | 33% | 25% | 31% | 25% | 28% | 31% | 33% |
| | | b | | | C | | | | | | | |
| Mean score | 2.96 | 2.94 | 2.97 | 3.52 | 2.85 | 3.06 | 2.95 | 3.08 | 3.04 | 2.92 | 2.90 | |
| | | | | D | | | | | | | | |
| Standard deviation | 1.17 | 1.26 | 1.15 | 1.05 | 1.16 | 1.16 | 1.17 | 1.21 | 1.13 | 1.17 | 1.18 | |
| Standard error | .05 | .12 | .05 | .10 | .05 | .12 | .05 | .12 | .09 | .10 | .07 | |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

Q8_8 To what extent do you agree or disagree with the following statement? - Issues of right and wrong are discussed in staff meetings

Base: All respondents

| | | EMPLOYEE ETHICS | | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|----------------------------|-----|-----------------|--------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | | Total | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | | a | b | c | d | e | f | g | h |
| Significance Level: 95% | | | A | B | C | D | E | F | G | H |
| Unweighted Total | | 750 | 174 | 279 | 88 | 233 | 180 | 56 | 380 | 244 |
| Weighted Total | | 750 | 175 | 278 | 88 | 233 | 180 | 56 | 380 | 244 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Strongly agree | (5) | 53 | 18 | 14 | 32 | 44 | 2 | 9 | 42 | 8 |
| | | 7% | 10% | 5% | 36% | 19% | 1% | 16% | 11% | 3% |
| | | | B | | DE | E | | H | H | |
| Tend to agree | (4) | 189 | 49 | 75 | 56 | 123 | 17 | 22 | 134 | 35 |
| | | 25% | 28% | 27% | 64% | 53% | 9% | 39% | 35% | 14% |
| | | | | | dE | E | | H | H | |
| Neither agree nor disagree | (3) | 199 | 45 | 69 | - | 35 | 27 | 14 | 95 | 63 |
| | | 27% | 26% | 25% | - | 15% | 15% | 25% | 25% | 26% |
| | | | | | | C | C | | | |
| Tend to disagree | (2) | 131 | 26 | 52 | - | 20 | 60 | 5 | 60 | 53 |
| | | 17% | 15% | 19% | - | 9% | 33% | 9% | 16% | 22% |
| | | | | | | C | CD | | | Fg |
| Strongly disagree | (1) | 95 | 18 | 46 | - | 3 | 63 | 3 | 28 | 58 |
| | | 13% | 10% | 16% | - | 1% | 35% | 5% | 7% | 24% |
| | | | | a | | | CD | | | FG |
| Don't know | | 83 | 18 | 23 | - | 8 | 11 | 3 | 21 | 27 |
| | | 11% | 10% | 8% | - | 3% | 6% | 5% | 6% | 11% |
| | | | | | | c | C | | | G |
| NETS | | | | | | | | | | |
| Net: Agree | | 242 | 67 | 89 | 88 | 167 | 19 | 31 | 177 | 43 |
| | | 32% | 39% | 32% | 100% | 72% | 11% | 55% | 46% | 18% |
| | | | | | DE | E | | H | H | |
| Net: Disagree | | 226 | 44 | 98 | - | 23 | 123 | 8 | 88 | 111 |
| | | 30% | 25% | 35% | - | 10% | 68% | 14% | 23% | 45% |
| | | | | A | | C | CD | | | FG |
| Mean score | | 2.96 | 3.15 | 2.84 | 4.36 | 3.82 | 2.02 | 3.55 | 3.29 | 2.46 |
| | | | B | | DE | E | | H | H | |
| Standard deviation | | 1.17 | 1.18 | 1.19 | .48 | .89 | 1.02 | 1.06 | 1.11 | 1.15 |
| Standard error | | .05 | .09 | .07 | .05 | .06 | .08 | .15 | .06 | .08 |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

Q9 Have you felt pressured to compromise your current organisation's standards of ethical conduct?

Base: All respondents

| Significance Level: 90% Significance Level: 95% | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | | |
|--|------------------|--------|--------|-------|-------|------|---------------|-------------|-------------|-------------|-------------|----------------|-----------|-------------------------------|-----------|-----------|---------------|----------------------------|-----------|------|
| | | | | | | | Ile de France | North -east | North -west | South -west | South -east | | | Public and Third/ Volun -tary | Pri- vate | | | | | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | | | | | | Full time | Part time | | | Man-agers | Non-man-agers | Aware | Un- aware | |
| | | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r | |
| | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | |
| | Unweighted Total | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | Weighted Total | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| | Yes | 109 | 69 | 40 | 29 | 58 | 21 | 18 | 34 | 19 | 10 | 28 | 98 | 10 | 45 | 63 | 45 | 63 | 77 | 31 |
| | | 14% | 18% | 11% | 12% | 14% | 19% | 12% | 16% | 15% | 12% | 16% | 15% | 10% | 17% | 13% | 19% | 12% | 35% | 6% |
| | | B | | | | | | | | | | | | | P | | R | | | |
| No | 567 | 284 | 282 | 174 | 308 | 84 | 119 | 153 | 95 | 62 | 138 | 488 | 79 | 185 | 382 | 179 | 388 | 133 | 434 | |
| | 76% | 74% | 78% | 75% | 77% | 73% | 79% | 73% | 75% | 75% | 76% | 75% | 80% | 70% | 79% M | 73% | 77% | 60% | 82% Q | |
| Don't know | 75 | 33 | 42 | 30 | 36 | 9 | 14 | 23 | 13 | 11 | 14 | 65 | 10 | 36 | 39 | 20 | 55 | 13 | 62 | |
| | 10% | 9% | 11% | 13% | 9% | 8% | 9% | 11% | 10% | 13% | 8% | 10% | 10% | 13% N | 8% | 8% | 11% | 6% | 12% Q | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

Q9 Have you felt pressured to compromise your current organisation's standards of ethical conduct?

Base: All respondents

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|------------|-------------------------|---|-----------|-----------------------------|---------|-----------------------|---------------|--|--|---|---|
| | | | | | | | | | | | |
| | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| | Significance Level: 90% | a | b | c | d | e | f | g | h | i | j |
| | Significance Level: 95% | A | B | C | D | E | F | G | H | I | J |
| | Unweighted Total | 750 | 108 642 | 117 633 | | 106 644 | | 120 167 | | 157 306 | |
| | Weighted Total | 750 | 109 641 | 117 633 | | 107 643 | | 121 167 | | 156 305 | |
| | | 100% | 100% 100% | 100% 100% | | 100% 100% | | 100% 100% | | 100% 100% | |
| | Yes | 109 | 109 - | 23 86 | | 18 90 | | 20 25 | | 15 48 | |
| | | 14% | 100% - | 20% 14% | | 17% 14% | | 17% 15% | | 10% 16% | |
| | | B | d | | i | | i | | i | | |
| No | 567 | - 567 | 90 476 | | 77 490 | | 88 128 | | 130 222 | | |
| | 76% | - 88% | 77% 75% | | 72% 76% | | 72% 76% | | 83% 73% | | |
| | | | A | | | | | | EfGJ | | |
| Don't know | 75 | - 75 | 4 71 | | 12 63 | | 13 14 | | 12 36 | | |
| | 10% | - 12% | 3% 11% | | 11% 10% | | 11% 8% | | 8% 12% | | |
| | | | A | C | | | | | | | |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

Q9 Have you felt pressured to compromise your current organisation's standards of ethical conduct?

Base: All respondents

| | Total | EMPLOYEE ETHICS | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|-------------------------|-------|-----------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | a | b | c | d | e | f | g | h |
| Significance Level: 95% | | A | B | C | D | E | F | G | H |
| Unweighted Total | 750 | 174 | 279 | 88 | 233 | 180 | 56 | 380 | 244 |
| Weighted Total | 750 | 175 | 278 | 88 | 233 | 180 | 56 | 380 | 244 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Yes | 109 | 16 | 58 | 8 | 25 | 48 | 12 | 70 | 32 |
| | 14% | 9% | 21% | 9% | 11% | 27% | 22% | 18% | 13% |
| | | | A | | | CD | | h | |
| No | 567 | 143 | 196 | 77 | 203 | 108 | 38 | 284 | 194 |
| | 76% | 82% | 71% | 88% | 87% | 60% | 68% | 75% | 79% |
| | | B | | E | E | | | | f |
| Don't know | 75 | 15 | 24 | 3 | 5 | 24 | 6 | 26 | 18 |
| | 10% | 9% | 9% | 3% | 2% | 13% | 11% | 7% | 7% |
| | | | | | | CD | | | |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

Q10 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

| | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|--|-------|--------|----------|-------|-------|------|---------------|------------|------------|------------|------------|----------------|---------------------------------|----------|------|-----------|---------------|----------------------------|---------|
| | | | | | | | | | | | | | Public and Third/ Volun-tary | Pri-vate | | | | | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | Ile de France | North-east | North-west | South-west | South-east | Full time | Part time | | | Man-agers | Non-man-agers | Aware | Un-ware |
| Significance Level: 90% | | a | b | *c | d | *e | *f | g | *h | *i | *j | k | *l | m | n | o | p | q | r |
| Significance Level: 95% | | A | B | *C | D | *E | *F | G | *H | *I | *J | K | *L | M | N | O | P | Q | R |
| Unweighted Total | 108 | 68 | 40 | 29 | 58 | 21 | 18 | 33 | 19 | 10 | 28 | 98 | 10 | 45 | 63 | 45 | 63 | 77 | 31 |
| Weighted Total | 109 | 69 | 40 | 29 | 58 | 21 | 18 | 34 | 19 | 10 | 28 | 98 | 10 | 45 | 63 | 45 | 63 | 77 | 31 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| I was following my boss's orders | 34 | 23 | 11 | 7 | 19 | 8 | 8 | 12 | 5 | 1 | 8 | 29 | 5 | 16 | 18 | 15 | 19 | 27 | 7 |
| | 32% | 34% | 28% | 24% | 33% | 38% | 45% | 36% | 26% | 10% | 29% | 30% | 50% | 36% | 29% | 33% | 30% | 35% | 23% |
| Time pressure | 29 | 18 | 11 | 10 | 12 | 7 | 5 | 7 | 4 | 1 | 12 | 26 | 3 | 14 | 15 | 9 | 20 | 20 | 9 |
| | 27% | 27% | 28% | 34% | 21% | 33% | 28% | 21% | 21% | 10% | 43% | 27% | 30% | 31% | 24% | 20% | 32% | 26% | 29% |
| I had to meet unrealistic business objectives/ deadlines | 27 | 18 | 9 | 6 | 17 | 4 | 5 | 6 | 5 | 1 | 10 | 25 | 2 | 12 | 15 | 7 | 20 | 18 | 9 |
| | 25% | 26% | 22% | 21% | 29% | 19% | 28% | 18% | 26% | 10% | 36% | 25% | 20% | 27% | 24% | 16% | 32% o | 23% | 29% |
| I was being asked to take shortcuts | 22 | 17 | 5 | 3 | 8 | 11 | 4 | 7 | 3 | 3 | 5 | 20 | 2 | 8 | 14 | 13 | 9 | 16 | 6 |
| | 20% | 25% | 13% | 10% | 14% | 53% | 22% | 21% | 16% | 30% | 18% | 21% | 20% | 18% | 22% | 29% p | 14% | 21% | 20% |
| I felt peer pressure to be a team player | 15 | 6 | 9 | 5 | 7 | 3 | 2 | 4 | 4 | 1 | 4 | 12 | 3 | 8 | 7 | 5 | 10 | 12 | 3 |
| | 14% | 9% | 23% A | 17% | 12% | 14% | 11% | 12% | 21% | 10% | 14% | 12% | 30% | 18% | 11% | 11% | 16% | 16% | 9% |
| There were financial/ budgeting pressures at the company | 13 | 9 | 4 | 3 | 8 | 2 | 3 | 2 | 2 | 3 | 3 | 13 | - | 7 | 6 | 11 | 2 | 11 | 2 |
| | 12% | 13% | 10% | 10% | 14% | 10% | 17% | 6% | 11% | 30% | 11% | 13% | - | 15% | 9% | 24% P | 3% | 14% | 6% |
| I wanted to help the organisation perform better (e.g. against competitors or spending cutbacks) | 10 | 6 | 4 | 1 | 7 | 2 | - | 2 | 1 | 1 | 6 | 9 | 1 | 4 | 6 | 3 | 7 | 6 | 4 |
| | 9% | 9% | 10% | 3% | 12% | 9% | - | 6% | 5% | 10% | 22% | 9% | 10% | 9% | 10% | 7% | 11% | 8% | 13% |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

Q10 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

| | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|--|-------|--------|--------|-------|-------|------|---------------|------------|------------|------------|------------|----------------|-----------|------------------------------|----------|-----------|---------------|----------------------------|-----------|
| | | | | | | | Ile de France | North-east | North-west | South-west | South-east | | | Public and Third/ Volun-tary | Pri-vate | | Non-man-agers | | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | | | | | | Full time | Part time | | | Man-agers | | Aware | Un- aware |
| Significance Level: 90% | | a | b | *c | d | *e | *f | g | *h | *i | *j | k | *l | m | n | o | p | q | r |
| Significance Level: 95% | | A | B | *C | D | *E | *F | G | *H | *I | *J | K | *L | M | N | O | P | Q | R |
| Unweighted Total | 108 | 68 | 40 | 29 | 58 | 21 | 18 | 33 | 19 | 10 | 28 | 98 | 10 | 45 | 63 | 45 | 63 | 77 | 31 |
| Weighted Total | 109 | 69 | 40 | 29 | 58 | 21 | 18 | 34 | 19 | 10 | 28 | 98 | 10 | 45 | 63 | 45 | 63 | 77 | 31 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| My organisation has an unethical culture | 9 | 7 | 2 | 4 | 3 | 2 | 2 | 4 | 1 | - | 2 | 9 | - | 1 | 8 | 1 | 8 | 8 | 1 |
| | 8% | 10% | 5% | 14% | 5% | 10% | 11% | 12% | 5% | - | 7% | 9% | - | 2% | 13% m | 2% | 13% o | 10% | 3% |
| We were under-resourced | 9 | 6 | 3 | 6 | 3 | - | 1 | 2 | 3 | - | 3 | 8 | 1 | 3 | 6 | 2 | 7 | 8 | 1 |
| | 8% | 9% | 7% | 21% | 5% | - | 6% | 6% | 16% | - | 11% | 8% | 10% | 7% | 10% | 4% | 11% | 10% | 3% |
| I was trying to save my job | 8 | 4 | 4 | 3 | 5 | - | 1 | 3 | 2 | 1 | 1 | 7 | 1 | 2 | 6 | - | 8 | 7 | 1 |
| | 7% | 6% | 10% | 10% | 9% | - | 6% | 9% | 10% | 10% | 3% | 7% | 10% | 4% | 9% | - | 13% O | 9% | 3% |
| Other | 2 | 2 | - | - | 2 | - | - | - | 2 | - | - | 2 | - | 2 | - | 1 | 1 | 2 | - |
| | 2% | 3% | - | - | 3% | - | - | - | 11% | - | - | 2% | - | 4% n | - | 2% | 2% | 3% | - |
| Don't know | 5 | 2 | 3 | 3 | 2 | - | - | 3 | - | 1 | 1 | 5 | - | 3 | 2 | 1 | 4 | 2 | 3 |
| | 5% | 3% | 7% | 10% | 3% | - | - | 9% | - | 10% | 4% | 5% | - | 7% | 3% | 2% | 6% | 3% | 10% |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

Q10 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

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|--|-------|---|-----|-----------------------------|------|-----------------------|---------------|--|--|---|---|
| | | | | | | | | | | | |
| | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Significance Level: 90% | | a | *b | *c | d | *e | f | *g | *h | *i | j |
| Significance Level: 95% | | A | *B | *C | D | *E | F | *G | *H | *I | J |
| Unweighted Total | 108 | 108 | - | 23 | 85 | 18 | 90 | 20 | 25 | 15 | 48 |
| Weighted Total | 109 | 109 | - | 23 | 86 | 18 | 90 | 20 | 25 | 15 | 48 |
| | 100% | 100% | - | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| I was following my boss's orders | 34 | 34 | - | 6 | 28 | 6 | 28 | 6 | 6 | 6 | 16 |
| | 32% | 32% | - | 26% | 33% | 34% | 31% | 30% | 24% | 40% | 33% |
| Time pressure | 29 | 29 | - | 5 | 24 | 8 | 21 | 8 | 5 | 2 | 14 |
| | 27% | 27% | - | 22% | 28% | 45% | 23% | 40% | 20% | 13% | 29% |
| I had to meet unrealistic business objectives/ deadlines | 27 | 27 | - | 6 | 21 | 5 | 22 | 6 | 5 | 4 | 12 |
| | 25% | 25% | - | 26% | 25% | 28% | 24% | 30% | 20% | 27% | 25% |
| I was being asked to take shortcuts | 22 | 22 | - | 2 | 20 | 5 | 17 | 6 | 4 | 3 | 9 |
| | 20% | 20% | - | 9% | 24% | 28% | 19% | 30% | 16% | 20% | 19% |
| I felt peer pressure to be a team player | 15 | 15 | - | 3 | 12 | 3 | 12 | 3 | 1 | 3 | 8 |
| | 14% | 14% | - | 13% | 14% | 17% | 13% | 15% | 4% | 20% | 17% |
| There were financial/ budgeting pressures at the company | 13 | 13 | - | 6 | 7 | 1 | 12 | 1 | 2 | 1 | 9 |
| | 12% | 12% | - | 26% | 8% | 6% | 13% | 5% | 8% | 7% | 19% |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

Q10 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

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|--|-------|---|-----|-----------------------------|------|-----------------------|---------------|--|--|---|---|
| | | | | | | | | | | | |
| | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Significance Level: 90% | | a | *b | *c | d | *e | f | *g | *h | *i | j |
| Significance Level: 95% | | A | *B | *C | D | *E | F | *G | *H | *I | J |
| Unweighted Total | 108 | 108 | - | 23 | 85 | 18 | 90 | 20 | 25 | 15 | 48 |
| Weighted Total | 109 | 109 | - | 23 | 86 | 18 | 90 | 20 | 25 | 15 | 48 |
| | 100% | 100% | - | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| I wanted to help the organisation perform better (e.g. against competitors or spending cutbacks) | 10 | 10 | - | 4 | 6 | 2 | 8 | 2 | 2 | 1 | 5 |
| | 9% | 9% | - | 17% | 7% | 11% | 9% | 10% | 8% | 7% | 11% |
| My organisation has an unethical culture | 9 | 9 | - | 2 | 7 | 1 | 8 | 2 | 3 | 3 | 1 |
| | 8% | 8% | - | 9% | 8% | 6% | 9% | 10% | 12% | 20% | 2% |
| We were under-resourced | 9 | 9 | - | 2 | 7 | 1 | 8 | 1 | 1 | 3 | 4 |
| | 8% | 8% | - | 9% | 8% | 6% | 9% | 5% | 4% | 20% | 8% |
| I was trying to save my job | 8 | 8 | - | 1 | 7 | 5 | 3 | 5 | 1 | 1 | 1 |
| | 7% | 7% | - | 4% | 8% | 27% | 3% | 25% | 4% | 7% | 2% |
| Other | 2 | 2 | - | - | 2 | - | 2 | - | - | - | 2 |
| | 2% | 2% | - | - | 2% | - | 2% | - | - | - | 4% |
| Don't know | 5 | 5 | - | - | 5 | - | 5 | - | 2 | - | 3 |
| | 5% | 5% | - | - | 6% | - | 6% | - | 8% | - | 6% |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

Q10 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 | EMPLOYEE ETHICS | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|--|-----------|-----------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|-----------|---------------|
| | | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | *a | b | *c | *d | e | *f | g | h |
| Significance Level: 95% | | *A | B | *C | *D | E | *F | G | H |
| Unweighted Total | 108 | 16 | 58 | 8 | 25 | 48 | 12 | 70 | 32 |
| Weighted Total | 109 | 16 | 58 | 8 | 25 | 48 | 12 | 70 | 32 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| I was following my boss's orders | 34 32% | 5 31% | 15 26% | 1 12% | 5 20% | 19 40% | 8 67% | 19 27% | 11 34% |
| Time pressure | 29 27% | 4 25% | 15 26% | 1 13% | 6 24% | 14 29% | 1 9% | 21 30% | 6 19% |
| I had to meet unrealistic business objectives/ deadlines | 27 25% | 4 25% | 13 22% | 2 25% | 5 20% | 15 31% | 3 25% | 18 26% | 7 22% |
| I was being asked to take shortcuts | 22 20% | 5 31% | 4 7% | 2 25% | 6 24% | 11 23% | 3 25% | 14 20% | 8 25% |
| I felt peer pressure to be a team player | 15 14% | 5 31% | 2 3% | 1 12% | 5 20% | 9 19% | 2 16% | 7 10% | 7 22% |
| There were financial/ budgeting pressures at the company | 13 12% | - - | 8 14% | 2 24% | 4 16% | 3 6% | 1 8% | 10 14% | 3 10% |
| I wanted to help the organisation perform better (e.g. against competitors or spending cutbacks) | 10 9% | 2 13% | 5 9% | - - | 2 8% | 4 8% | 2 17% | 8 11% | 1 3% |
| My organisation has an unethical culture | 9 8% | - - | 6 10% | - - | 1 4% | 7 15% | - - | 2 3% | 6 19% G |
| We were under-resourced | 9 8% | 4 25% | 4 7% | 1 13% | 3 12% | 3 6% | 1 8% | 7 10% | 2 6% |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

Q10 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 | EMPLOYEE ETHICS | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|-----------------------------|-------|-----------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | *a | b | *c | *d | e | *f | g | h |
| Significance Level: 95% | | *A | B | *C | *D | E | *F | G | H |
| Unweighted Total | 108 | 16 | 58 | 8 | 25 | 48 | 12 | 70 | 32 |
| Weighted Total | 109 | 16 | 58 | 8 | 25 | 48 | 12 | 70 | 32 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| I was trying to save my job | 8 | 1 | 7 | - | 1 | 4 | - | 2 | 5 |
| | 7% | 6% | 12% | - | 4% | 8% | - | 3% | 15% |
| | | | | | | | | | G |
| Other | 2 | - | 2 | - | - | 1 | - | 1 | 1 |
| | 2% | - | 3% | - | - | 2% | - | 1% | 3% |
| Don't know | 5 | 1 | 3 | - | - | 2 | - | 4 | 1 |
| | 5% | 6% | 5% | - | - | 4% | - | 6% | 3% |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

Q11 Does your organisation provide incentives to employees to encourage them to live up to the organisation's ethical standards?

Base: All respondents

| | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | | |
|------------------|-------------------------|--------|--------|-------|-------|------|---------------|------------|------------|------------|------------|----------------|-----------|---------------------------------|--------------|---------------|------------------|----------------------------|--------------|---|
| | | | | | | | Ile de France | North-east | North-west | South-west | South-east | | | Public and Third/ Volun-tary | Pri- vate | | Non-man agers | | | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | | | | | | Full time | Part time | | | Man- agers | | Aware | Un- aware | |
| | Significance Level: 90% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n | o | p | q | r |
| | Significance Level: 95% | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
| Unweighted Total | 750 | 383 | 367 | 234 | 403 | 113 | 154 | 206 | 127 | 84 | 179 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 | |
| Weighted Total | 750 | 386 | 364 | 233 | 402 | 115 | 150 | 210 | 127 | 83 | 180 | 651 | 99 | 266 | 484 | 244 | 506 | 223 | 527 | |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | |
| Yes | 117 | 69 | 48 | 41 | 51 | 25 | 24 | 31 | 24 | 11 | 27 | 103 | 14 | 43 | 74 | 49 | 68 | 41 | 76 | |
| | 16% | 18% | 13% | 18% | 13% | 22% | 16% | 15% | 19% | 13% | 15% | 16% | 14% | 16% | 15% | 20% | 13% | 18% | 14% | |
| | | b | | d | | D | | | | | | | | | | P | | | | |
| No | 484 | 250 | 234 | 147 | 264 | 73 | 94 | 139 | 85 | 53 | 114 | 426 | 58 | 163 | 321 | 160 | 325 | 156 | 328 | |
| | 65% | 65% | 64% | 63% | 66% | 64% | 62% | 66% | 67% | 64% | 63% | 65% | 59% | 61% | 66% | 65% | 64% | 70% | 62% | |
| | | | | | | | | | | | | | | | | | | R | | |
| Don't know | 149 | 67 | 81 | 46 | 87 | 16 | 32 | 41 | 18 | 19 | 39 | 122 | 27 | 60 | 89 | 35 | 114 | 26 | 123 | |
| | 20% | 17% | 22% | 20% | 22% | 14% | 21% | 19% | 14% | 23% | 22% | 19% | 27% | 23% | 18% | 14% | 22% | 12% | 23% | |
| | | | a | | e | | | | | | h | | k | | | O | | | Q | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

Q11 Does your organisation provide incentives to employees to encourage them to live up to the organisation's ethical standards?

Base: All respondents

| | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|------------------|---|-----------|-----------------------------|----|-----------------------|---------------|--|---|---|---|
| | | | | | | | | | | |
| Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accommodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| | a | b | c | d | e | f | g | h | i | j |
| | A | B | C | D | E | F | G | H | I | J |
| Unweighted Total | 750 | 108 642 | 117 633 | | 106 | 644 | 120 | 167 | 157 | 306 |
| Weighted Total | 750 | 109 641 | 117 633 | | 107 | 643 | 121 | 167 | 156 | 305 |
| | 100% | 100% 100% | 100% 100% | | 100% | 100% | 100% | 100% | 100% | 100% |
| Yes | 117 | 23 94 | 117 - | | 19 | 98 | 21 | 33 | 19 | 44 |
| | 16% | 21% 15% | 100% - | | 18% | 15% | 18% | 20% | 12% | 14% |
| | | b | D | | | | | i | | |
| No | 484 | 74 411 | - 484 | | 65 | 420 | 76 | 103 | 106 | 200 |
| | 65% | 68% 64% | - 77% | | 60% | 65% | 62% | 62% | 68% | 65% |
| | | | C | | | | | | | |
| Don't know | 149 | 12 137 | - 149 | | 23 | 125 | 24 | 31 | 32 | 62 |
| | 20% | 11% 21% | - 23% | | 22% | 19% | 20% | 18% | 20% | 20% |
| | | A | C | | | | | | | |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

Q11 Does your organisation provide incentives to employees to encourage them to live up to the organisation's ethical standards?

Base: All respondents

| | | EMPLOYEE ETHICS | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|-------------------------|-------|-----------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | Total | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | a | b | c | d | e | f | g | h |
| Significance Level: 95% | | A | B | C | D | E | F | G | H |
| Unweighted Total | 750 | 174 | 279 | 88 | 233 | 180 | 56 | 380 | 244 |
| Weighted Total | 750 | 175 | 278 | 88 | 233 | 180 | 56 | 380 | 244 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Yes | 117 | 32 | 42 | 34 | 70 | 9 | 15 | 94 | 17 |
| | 16% | 18% | 15% | 39% | 30% | 5% | 27% | 25% | 7% |
| | | | | E | E | | H | H | |
| No | 484 | 105 | 190 | 40 | 123 | 147 | 28 | 223 | 199 |
| | 65% | 60% | 68% | 45% | 53% | 82% | 50% | 59% | 82% |
| | | | a | | | CD | | | FG |
| Don't know | 149 | 37 | 47 | 14 | 40 | 24 | 13 | 63 | 28 |
| | 20% | 21% | 17% | 16% | 17% | 13% | 23% | 17% | 11% |
| | | | | | | | H | h | |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

Q12 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 standards

| | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|--|-------|--------|--------|-------|-------|------|---------------|------------|------------|------------|------------|----------------|-----------|------------------------------|----------|-----------|---------------|----------------------------|----------|
| | Total | Male | Female | 16-34 | 35-54 | 55+ | Ile de France | North-east | North-west | South-west | South-east | Full time | Part time | Public and Third/ Volun-tary | Pri-vate | Man-agers | Non-man-agers | Aware | Un-aware |
| Significance Level: 90% | | a | b | c | d | *e | *f | g | *h | *i | *j | k | *l | m | n | o | p | q | r |
| Significance Level: 95% | | A | B | C | D | *E | *F | G | *H | *I | *J | K | *L | M | N | O | P | Q | R |
| Unweighted Total | 117 | 68 | 49 | 41 | 51 | 25 | 25 | 30 | 24 | 11 | 27 | 103 | 14 | 43 | 74 | 49 | 68 | 41 | 76 |
| Weighted Total | 117 | 69 | 48 | 41 | 51 | 25 | 24 | 31 | 24 | 11 | 27 | 103 | 14 | 43 | 74 | 49 | 68 | 41 | 76 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| It is part of our annual appraisal/ review | 43 | 26 | 17 | 14 | 18 | 11 | 8 | 8 | 12 | 6 | 9 | 38 | 5 | 19 | 24 | 14 | 29 | 20 | 23 |
| | 37% | 38% | 35% | 34% | 35% | 44% | 32% | 27% | 50% | 54% | 34% | 37% | 36% | 44% | 33% | 29% | 43% | 49% | 30% |
| It is taken into account in assessing bonus payments | 33 | 23 | 10 | 10 | 15 | 8 | 6 | 6 | 7 | 2 | 12 | 33 | - | 12 | 21 | 14 | 19 | 14 | 19 |
| | 28% | 34% | 20% | 24% | 29% | 32% | 24% | 20% | 30% | 18% | 44% | 32% | - | 28% | 28% | 29% | 28% | 34% | 25% |
| Public commendation (e.g. employee awards) | 18 | 15 | 3 | 6 | 8 | 4 | 6 | 5 | 4 | - | 3 | 16 | 2 | 8 | 10 | 12 | 6 | 7 | 11 |
| | 15% | 22% | 6% | 15% | 16% | 16% | 24% | 17% | 17% | - | 11% | 16% | 14% | 19% | 14% | 25% | 9% | 17% | 15% |
| | | B | | | | | | | | | | | | | | P | | | |
| Salary increases | 14 | 10 | 4 | 5 | 8 | 1 | 5 | 1 | 5 | 1 | 2 | 14 | - | 4 | 10 | 9 | 5 | 6 | 8 |
| | 12% | 15% | 8% | 12% | 16% | 4% | 20% | 3% | 21% | 9% | 7% | 13% | - | 9% | 13% | 18% | 7% | 15% | 10% |
| | | | | | | | | | | | | | | | | p | | | |
| Other | 4 | 2 | 2 | 2 | 2 | - | 2 | 1 | 1 | - | - | 4 | - | - | 4 | 1 | 3 | 1 | 3 |
| | 3% | 3% | 4% | 5% | 4% | - | 8% | 3% | 4% | - | - | 4% | - | - | 5% | 2% | 4% | 2% | 4% |
| Don't know | 29 | 10 | 19 | 10 | 14 | 5 | 8 | 9 | 3 | 3 | 6 | 22 | 7 | 9 | 20 | 10 | 19 | 7 | 22 |
| | 25% | 15% | 39% | 24% | 27% | 20% | 32% | 30% | 12% | 27% | 22% | 21% | 50% | 21% | 27% | 20% | 28% | 17% | 29% |
| | | | A | | | | | | | | | | | | | | | | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

Q12 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 standards

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|---|-------|---|------|-----------------------------|----|-----------------------|---------------|--|--|---|---|
| | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Significance Level: 90% | | *a | b | c | *d | *e | f | *g | h | *i | j |
| Significance Level: 95% | | *A | B | C | *D | *E | F | *G | H | *I | J |
| Unweighted Total | 117 | 23 | 94 | 117 | - | 19 | 98 | 21 | 33 | 19 | 44 |
| Weighted Total | 117 | 23 | 94 | 117 | - | 19 | 98 | 21 | 33 | 19 | 44 |
| | 100% | 100% | 100% | 100% | - | 100% | 100% | 100% | 100% | 100% | 100% |
| It is part of our annual appraisal/ review | 43 | 8 | 35 | 43 | - | 7 | 36 | 8 | 6 | 8 | 21 |
| | 37% | 35% | 37% | 37% | - | 37% | 37% H | 38% | 18% | 42% | 48% H |
| It is taken into account in assessing bonus payments | 33 | 5 | 28 | 33 | - | 3 | 30 | 3 | 14 | 7 | 9 |
| | 28% | 22% | 30% | 28% | - | 16% | 31% | 14% | 43% J | 37% | 20% |
| Public commendation (e.g. employee awards) | 18 | 3 | 15 | 18 | - | 2 | 16 | 2 | 5 | 3 | 8 |
| | 15% | 13% | 16% | 15% | - | 11% | 16% | 10% | 15% | 16% | 18% |
| Salary increases | 14 | 5 | 9 | 14 | - | 1 | 13 | 1 | 5 | 1 | 7 |
| | 12% | 22% | 9% | 12% | - | 5% | 13% | 5% | 15% | 5% | 16% |
| Other | 4 | - | 4 | 4 | - | 2 | 2 | 3 | 1 | - | - |
| | 3% | - | 4% | 3% | - | 10% | 2% | 14% | 3% | - | - |
| Don't know | 29 | 6 | 23 | 29 | - | 5 | 24 | 5 | 8 | 6 | 10 |
| | 25% | 26% | 24% | 25% | - | 26% | 24% | 24% | 24% | 31% | 23% |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

Q12 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 standards

| | Total | EMPLOYEE ETHICS | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|---|-------|-----------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | a | b | c | d | *e | *f | g | *h |
| Significance Level: 95% | | A | B | C | D | *E | *F | G | *H |
| Unweighted Total | 117 | 32 | 42 | 34 | 70 | 9 | 15 | 94 | 17 |
| Weighted Total | 117 | 32 | 42 | 34 | 70 | 9 | 15 | 94 | 17 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| It is part of our annual appraisal/ review | 43 | 15 | 11 | 17 | 31 | 3 | 8 | 37 | 4 |
| | 37% | 47% | 26% | 50% | 44% | 33% | 54% | 39% | 24% |
| | | b | | | | | | | |
| It is taken into account in assessing bonus payments | 33 | 9 | 14 | 11 | 21 | 3 | 2 | 23 | 9 |
| | 28% | 28% | 33% | 32% | 30% | 34% | 13% | 25% | 53% |
| Public commendation (e.g. employee awards) | 18 | 6 | 6 | 8 | 12 | 1 | 6 | 16 | 2 |
| | 15% | 19% | 14% | 23% | 17% | 11% | 40% | 17% | 12% |
| Salary increases | 14 | 3 | 8 | 5 | 9 | 1 | 3 | 12 | 2 |
| | 12% | 9% | 19% | 14% | 13% | 12% | 20% | 13% | 11% |
| Other | 4 | - | 2 | - | 1 | 1 | - | 4 | - |
| | 3% | - | 5% | - | 1% | 11% | - | 4% | - |
| Don't know | 29 | 8 | 10 | 6 | 14 | 2 | 2 | 20 | 6 |
| | 25% | 25% | 24% | 17% | 20% | 22% | 13% | 21% | 35% |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

Q13 SUM To what extent do you agree or disagree with the following statement? - SUMMARY TABLE

Base: All who have managerial responsibilities

| | | 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 expenses fiddling | It is acceptable to artificially increase profits in the books as long as no money is stolen |
|----------------------------|-----|---|--|--|--|--|--|
| | | a | b | c | d | e | f |
| | | A | B | C | D | E | F |
| Significance Level: 90% | | | | | | | |
| Significance Level: 95% | | | | | | | |
| Unweighted Total | | 244 | 244 | 244 | 244 | 244 | 244 |
| Weighted Total | | 244 | 244 | 244 | 244 | 244 | 244 |
| | | 100% | 100% | 100% | 100% | 100% | 100% |
| Strongly agree | (5) | 9 | 12 | 11 | 8 | 20 | 6 |
| | | 4% | 5% | 5% | 3% | 8% | 2% |
| | | | | | | AcDF | |
| Tend to agree | (4) | 44 | 38 | 45 | 23 | 62 | 24 |
| | | 18% | 16% | 18% | 9% | 25% | 10% |
| | | DF | Df | DF | | aBcDF | |
| Neither agree nor disagree | (3) | 54 | 58 | 57 | 37 | 44 | 44 |
| | | 22% | 24% | 23% | 15% | 18% | 18% |
| | | D | D | D | | | |
| Tend to disagree | (2) | 63 | 58 | 63 | 82 | 57 | 74 |
| | | 26% | 24% | 26% | 34% | 23% | 30% |
| | | | | | aBcE | | e |
| Strongly disagree | (1) | 62 | 60 | 50 | 83 | 54 | 90 |
| | | 25% | 25% | 21% | 34% | 22% | 37% |
| | | | | | ABCE | | ABCE |
| Don't know | | 12 | 18 | 18 | 11 | 7 | 6 |
| | | 5% | 7% | 7% | 4% | 3% | 2% |
| | | | EF | EF | | | |
| NETS | | | | | | | |
| Net: Agree | | 53 | 50 | 56 | 31 | 82 | 30 |
| | | 22% | 21% | 23% | 13% | 34% | 12% |
| | | DF | DF | DF | | ABCDF | |
| Net: Disagree | | 125 | 118 | 113 | 165 | 111 | 164 |
| | | 51% | 48% | 46% | 68% | 45% | 67% |
| | | | | | ABCE | | ABCE |
| Mean score | | 2.46 | 2.49 | 2.58 | 2.10 | 2.73 | 2.09 |
| | | DF | DF | DF | | ABDF | |

Columns Tested: A,B,C,D,E,F

IBE Ethics at Work survey – European research - France

Q13_SUM To what extent do you agree or disagree with the following statement? - SUMMARY TABLE

Base: All who have managerial responsibilities

Significance Level: 90%

Significance Level: 95%

Unweighted Total

Weighted Total

Standard deviation

Standard error

Columns Tested: A,B,C,D,E,F

| 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 expenses fiddling | It is acceptable to artificially increase profits in the books as long as no money is stolen |
|---|--|--|--|--|--|
| a | b | c | d | e | f |
| A | B | C | D | E | F |
| 244 | 244 | 244 | 244 | 244 | 244 |
| 244 | 244 | 244 | 244 | 244 | 244 |
| 100% | 100% | 100% | 100% | 100% | 100% |
| 1.18 | 1.20 | 1.18 | 1.10 | 1.30 | 1.09 |
| .08 | .08 | .08 | .07 | .08 | .07 |

IBE Ethics at Work survey – European research - France

Q13_1 To what extent do you agree or disagree with the following statement? - Petty fiddling is inevitable in a modern organisation

Base: All who have managerial responsibilities

| | | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|----------------------------|-----|-------|--------|--------|-------|-------|------|---------------|-------------|-------------|-------------|-------------|----------------|------------------------------|--------|----------|-----------|---------------|----------------------------|---------|
| | | | | | | | | | | | | | | Public and Third/ Volun-tary | | | | | | |
| | | Total | Male | Female | 16-34 | 35-54 | 55+ | Ile de France | North -east | North -west | South -west | South -east | Full time | Part time | | Pri-vate | Man-agers | Non-man-agers | Aware | Un-ware |
| Significance Level: 90% | | | a | b | c | d | e | f | g | h | *i | j | k | *l | m | n | o | *p | q | r |
| Significance Level: 95% | | | A | B | C | D | E | F | G | H | *I | J | K | *L | M | N | O | *P | Q | R |
| Unweighted Total | | 244 | 162 | 82 | 63 | 141 | 40 | 74 | 51 | 44 | 22 | 53 | 231 | 13 | 88 | 156 | 244 | - | 65 | 179 |
| Weighted Total | | 244 | 163 | 81 | 63 | 140 | 41 | 72 | 52 | 44 | 22 | 53 | 231 | 13 | 88 | 156 | 244 | - | 65 | 179 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | - | 100% | 100% |
| Strongly agree | (5) | 9 | 7 | 2 | 5 | 4 | - | 2 | 3 | 2 | - | 2 | 9 | - | 5 | 4 | 9 | - | 6 | 3 |
| | | 4% | 4% | 2% | 8% | 3% | - | 3% | 6% | 5% | - | 4% | 4% | - | 6% | 3% | 4% | - | 9% | 2% |
| | | | | | e | | | | | | | | | | | | | R | | |
| Tend to agree | (4) | 44 | 36 | 8 | 15 | 23 | 6 | 12 | 11 | 7 | 4 | 10 | 40 | 4 | 16 | 28 | 44 | - | 21 | 23 |
| | | 18% | 22% | 10% | 24% | 16% | 15% | 16% | 22% | 16% | 18% | 19% | 17% | 31% | 18% | 18% | 18% | - | 32% | 13% |
| | | | B | | | | | | | | | | | | | | | R | | |
| Neither agree nor disagree | (3) | 54 | 41 | 13 | 16 | 30 | 8 | 15 | 14 | 7 | 5 | 13 | 50 | 4 | 19 | 35 | 54 | - | 11 | 43 |
| | | 22% | 25% | 16% | 26% | 21% | 20% | 20% | 28% | 16% | 23% | 25% | 22% | 31% | 22% | 23% | 22% | - | 17% | 24% |
| | | | b | | | | | | | | | | | | | | | | | |
| Tend to disagree | (2) | 63 | 35 | 28 | 16 | 36 | 11 | 19 | 10 | 14 | 7 | 12 | 61 | 2 | 24 | 39 | 63 | - | 16 | 47 |
| | | 26% | 22% | 34% | 25% | 25% | 27% | 27% | 19% | 32% | 32% | 23% | 26% | 15% | 27% | 25% | 26% | - | 24% | 26% |
| | | | A | | | | | | | | | | | | | | | | | |
| Strongly disagree | (1) | 62 | 37 | 25 | 8 | 40 | 14 | 19 | 9 | 14 | 5 | 15 | 59 | 3 | 20 | 42 | 62 | - | 10 | 52 |
| | | 25% | 23% | 31% | 13% | 28% | 35% | 26% | 18% | 32% | 23% | 28% | 26% | 23% | 23% | 27% | 25% | - | 15% | 29% |
| | | | | | C | C | | | | | | | | | | | | Q | | |
| Don't know | | 12 | 6 | 6 | 3 | 8 | 1 | 6 | 4 | - | 1 | 1 | 12 | - | 4 | 8 | 12 | - | 1 | 11 |
| | | 5% | 4% | 7% | 5% | 6% | 3% | 8% | 8% | - | 5% | 2% | 5% | - | 5% | 5% | 5% | - | 2% | 6% |
| | | | | | h | | | h | | | | | | | | | | | | |
| NETS | | | | | | | | | | | | | | | | | | | | |
| Net: Agree | | 53 | 43 | 10 | 20 | 27 | 6 | 14 | 14 | 9 | 4 | 12 | 49 | 4 | 21 | 32 | 53 | - | 27 | 26 |
| | | 22% | 27% | 12% | 32% | 19% | 15% | 19% | 27% | 21% | 18% | 23% | 21% | 31% | 24% | 20% | 22% | - | 42% | 15% |
| | | | B | | De | | | | | | | | | | | | | R | | |
| Net: Disagree | | 125 | 72 | 52 | 24 | 76 | 25 | 38 | 19 | 28 | 12 | 27 | 120 | 5 | 44 | 81 | 125 | - | 26 | 99 |
| | | 51% | 44% | 65% | 38% | 54% | 62% | 53% | 37% | 64% | 54% | 51% | 52% | 38% | 50% | 52% | 51% | - | 40% | 55% |
| | | | | A | | C | C | g | | G | | | | | | | | | Q | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

Q13_1 To what extent do you agree or disagree with the following statement? - Petty fiddling is inevitable in a modern organisation

Base: All who have managerial responsibilities

| | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | | |
|--------------------|-------------------------|--------|--------|-------|-------|------|---------------|-------------|-------------|-------------|-------------|----------------|------------------------------|--------|----------|-----------|---------------|----------------------------|----------|---|
| | | | | | | | | | | | | | Public and Third/ Volun-tary | | | | | | | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | Ile de France | North -east | North -west | South -west | South -east | Full time | Part time | | Pri-vate | Man-agers | Non-man-agers | Aware | Un-aware | |
| | Significance Level: 90% | | a | b | c | d | e | f | g | h | *i | j | k | *l | m | n | o | *p | q | r |
| | Significance Level: 95% | | A | B | C | D | E | F | G | H | *I | J | K | *L | M | N | O | *P | Q | R |
| Unweighted Total | 244 | 162 | 82 | 63 | 141 | 40 | 74 | 51 | 44 | 22 | 53 | 231 | 13 | 88 | 156 | 244 | - | 65 | 179 | |
| Weighted Total | 244 | 163 | 81 | 63 | 140 | 41 | 72 | 52 | 44 | 22 | 53 | 231 | 13 | 88 | 156 | 244 | - | 65 | 179 | |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | - | 100% | 100% | |
| Mean score | 2.46 | 2.62 | 2.13 | 2.89 | 2.36 | 2.16 | 2.38 | 2.77 | 2.30 | 2.38 | 2.46 | 2.45 | 2.70 | 2.56 | 2.41 | 2.46 | - | 2.96 | 2.28 | |
| | | B | | DE | | | | fh | | | | | | | | | | R | | |
| Standard deviation | 1.18 | 1.20 | 1.08 | 1.18 | 1.17 | 1.09 | 1.16 | 1.20 | 1.21 | 1.07 | 1.21 | 1.19 | 1.18 | 1.22 | 1.17 | 1.18 | - | 1.27 | 1.10 | |
| Standard error | .08 | .10 | .12 | .15 | .10 | .17 | .14 | .18 | .18 | .23 | .17 | .08 | .33 | .13 | .10 | .08 | - | .16 | .08 | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

Q13_1 To what extent do you agree or disagree with the following statement? - Petty fiddling is inevitable in a modern organisation

Base: All who have managerial responsibilities

| | | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|----------------------------|-----|-------|---|------|-----------------------------|------|-----------------------|---------------|--|--|---|---|
| | | | | | | | | | | | | |
| | | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Significance Level: 90% | | | a | b | c | d | *e | f | *g | h | i | j |
| Significance Level: 95% | | | A | B | C | D | *E | F | *G | H | I | J |
| Unweighted Total | | 244 | 45 | 199 | 49 | 195 | 21 | 223 | 24 | 46 | 78 | 96 |
| Weighted Total | | 244 | 45 | 199 | 49 | 194 | 21 | 222 | 24 | 46 | 77 | 96 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Strongly agree | (5) | 9 | 5 | 4 | 6 | 3 | - | 9 | - | 4 | 2 | 3 |
| | | 4% | 11% | 2% | 12% | 2% | - | 4% | - | 9% | 3% | 3% |
| | | | B | | D | | | | | | | |
| Tend to agree | (4) | 44 | 14 | 30 | 12 | 32 | 4 | 40 | 5 | 9 | 14 | 16 |
| | | 18% | 31% | 15% | 24% | 16% | 19% | 18% | 21% | 20% | 18% | 17% |
| | | | B | | | | | | | | | |
| Neither agree nor disagree | (3) | 54 | 10 | 44 | 11 | 43 | 2 | 52 | 4 | 12 | 15 | 23 |
| | | 22% | 23% | 22% | 23% | 22% | 9% | 23% | 17% | 26% | 19% | 24% |
| Tend to disagree | (2) | 63 | 8 | 55 | 11 | 52 | 6 | 57 | 6 | 10 | 22 | 25 |
| | | 26% | 18% | 28% | 22% | 27% | 28% | 25% | 25% | 22% | 28% | 26% |
| Strongly disagree | (1) | 62 | 7 | 55 | 8 | 54 | 7 | 55 | 7 | 10 | 20 | 25 |
| | | 25% | 16% | 28% | 16% | 28% | 34% | 25% | 29% | 22% | 26% | 26% |
| | | | a | | | | | | | | | |
| Don't know | | 12 | 1 | 11 | 1 | 11 | 2 | 10 | 2 | 1 | 5 | 4 |
| | | 5% | 2% | 5% | 2% | 6% | 10% | 4% | 8% | 2% | 6% | 4% |
| NETS | | | | | | | | | | | | |
| Net: Agree | | 53 | 19 | 34 | 18 | 35 | 4 | 49 | 5 | 13 | 16 | 19 |
| | | 22% | 42% | 17% | 37% | 18% | 19% | 22% | 21% | 28% | 21% | 20% |
| | | | B | | D | | | | | | | |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

Q13_1 To what extent do you agree or disagree with the following statement? - Petty fiddling is inevitable in a modern organisation

Base: All who have managerial responsibilities

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | | |
|--------------------|-------------------------|---|------|-----------------------------|------|-----------------------|---------------|--|--|---|---|---|
| | | | | | | | | | | | | |
| | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services | |
| | Significance Level: 90% | | a | b | c | d | *e | f | *g | h | i | j |
| | Significance Level: 95% | | A | B | C | D | *E | F | *G | H | I | J |
| Unweighted Total | 244 | 45 | 199 | 49 | 195 | 21 | 223 | 24 | 46 | 78 | 96 | |
| Weighted Total | 244 | 45 | 199 | 49 | 194 | 21 | 222 | 24 | 46 | 77 | 96 | |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | |
| Net: Disagree | 125 | 15 | 110 | 19 | 105 | 13 | 111 | 13 | 20 | 42 | 50 | |
| | 51% | 33% | 55% | 39% | 54% | 62% | 50% | 54% | 43% | 54% | 52% | |
| | | | A | | c | | | | | | | |
| Mean score | 2.46 | 3.05 | 2.33 | 2.93 | 2.34 | 2.16 | 2.49 | 2.32 | 2.72 | 2.40 | 2.43 | |
| | | B | | D | | | | | | | | |
| Standard deviation | 1.18 | 1.27 | 1.12 | 1.30 | 1.13 | 1.17 | 1.19 | 1.17 | 1.27 | 1.17 | 1.16 | |
| Standard error | .08 | .19 | .08 | .19 | .08 | .27 | .08 | .25 | .19 | .14 | .12 | |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

Q13_1 To what extent do you agree or disagree with the following statement? - Petty fiddling is inevitable in a modern organisation

Base: All who have managerial responsibilities

| | | EMPLOYEE ETHICS | | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|----------------------------|-----|-----------------|--------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|-----------|----------|
| | | Total | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | | a | b | c | d | e | *f | g | h |
| Significance Level: 95% | | | A | B | C | D | E | *F | G | H |
| Unweighted Total | | 244 | 54 | 104 | 40 | 91 | 47 | 22 | 144 | 77 |
| Weighted Total | | 244 | 54 | 104 | 40 | 91 | 47 | 22 | 144 | 77 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Strongly agree | (5) | 9 | 1 | 7 | 4 | 6 | 2 | 2 | 9 | - |
| | | 4% | 2% | 7% | 10% | 7% | 4% | 9% | 6% H | - |
| Tend to agree | (4) | 44 | 5 | 25 | 8 | 18 | 8 | 5 | 33 | 10 |
| | | 18% | 9% | 24% A | 20% | 20% | 17% | 22% | 23% h | 13% |
| Neither agree nor disagree | (3) | 54 | 6 | 27 | 2 | 12 | 12 | 6 | 33 | 16 |
| | | 22% | 11% | 26% A | 5% | 13% | 26% Cd | 27% | 23% | 21% |
| Tend to disagree | (2) | 63 | 17 | 25 | 10 | 20 | 14 | 6 | 34 | 21 |
| | | 26% | 31% | 24% | 25% | 22% | 30% | 27% | 24% | 27% |
| Strongly disagree | (1) | 62 | 22 | 15 | 16 | 33 | 8 | 3 | 32 | 26 |
| | | 25% | 41% B | 14% | 40% E | 36% E | 17% | 14% | 22% | 34% g |
| Don't know | | 12 | 3 | 5 | - | 2 | 3 | - | 3 | 4 |
| | | 5% | 5% | 5% | - | 2% | 6% | - | 2% | 5% |
| NETS | | | | | | | | | | |
| Net: Agree | | 53 | 6 | 32 | 12 | 24 | 10 | 7 | 42 | 10 |
| | | 22% | 11% | 31% A | 30% | 26% | 21% | 32% | 29% H | 13% |
| Net: Disagree | | 125 | 39 | 40 | 26 | 53 | 22 | 9 | 66 | 47 |
| | | 51% | 72% B | 38% | 65% e | 58% | 47% | 41% | 46% | 61% G |
| Mean score | | 2.46 | 1.94 | 2.85 A | 2.34 | 2.37 | 2.60 | 2.86 | 2.67 H | 2.14 |
| Standard deviation | | 1.18 | 1.07 | 1.18 | 1.44 | 1.34 | 1.13 | 1.21 | 1.24 | 1.06 |
| Standard error | | .08 | .15 | .12 | .23 | .14 | .17 | .26 | .10 | .12 |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

Q13_2 To what extent do you agree or disagree with the following statement? - If we cracked down on every little fiddle we would soon find we had no staff

Base: All who have managerial responsibilities

| | | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|----------------------------|-------------------------|-------|--------|--------|-------|-------|-------|---------------|------------|------------|------------|------------|----------------|------------------------------|--------|----------|-----------|---------------|----------------------------|---------|
| | | | | | | | | | | | | | | Public and Third/ Volun-tary | | | | | | |
| | | Total | Male | Female | 16-34 | 35-54 | 55+ | Ile de France | North-east | North-west | South-west | South-east | Full time | Part time | | Pri-vate | Man-agers | Non-man-agers | Aware | Un-ware |
| Significance Level: 90% | Significance Level: 95% | | a | b | c | d | e | f | g | h | *i | j | k | *l | m | n | o | *p | q | r |
| | | | A | B | C | D | E | F | G | H | *I | J | K | *L | M | N | O | *P | Q | R |
| Unweighted Total | | 244 | 162 | 82 | 63 | 141 | 40 | 74 | 51 | 44 | 22 | 53 | 231 | 13 | 88 | 156 | 244 | - | 65 | 179 |
| Weighted Total | | 244 | 163 | 81 | 63 | 140 | 41 | 72 | 52 | 44 | 22 | 53 | 231 | 13 | 88 | 156 | 244 | - | 65 | 179 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | - | 100% | 100% |
| Strongly agree | (5) | 12 | 11 | 1 | 7 | 5 | - | 4 | 3 | 2 | 1 | 2 | 12 | - | 5 | 7 | 12 | - | 8 | 4 |
| | | 5% | 7% | 1% | 11% | 4% | - | 5% | 6% | 5% | 5% | 4% | 5% | - | 6% | 4% | 5% | - | 12% | 2% |
| | | | b | | DE | | | | | | | | | | | | | | R | |
| Tend to agree | (4) | 38 | 28 | 10 | 15 | 17 | 6 | 9 | 11 | 7 | 2 | 9 | 35 | 3 | 21 | 17 | 38 | - | 17 | 21 |
| | | 16% | 17% | 12% | 24% | 12% | 15% | 12% | 22% | 16% | 9% | 17% | 15% | 23% | 24% | 11% | 16% | - | 26% | 12% |
| | | | | | D | | | | | | | | | | N | | | | R | |
| Neither agree nor disagree | (3) | 58 | 39 | 19 | 14 | 37 | 7 | 16 | 9 | 10 | 9 | 14 | 55 | 3 | 19 | 39 | 58 | - | 13 | 45 |
| | | 24% | 24% | 23% | 22% | 26% | 17% | 22% | 18% | 23% | 41% | 26% | 24% | 23% | 22% | 25% | 24% | - | 20% | 25% |
| Tend to disagree | (2) | 58 | 38 | 20 | 15 | 33 | 10 | 20 | 12 | 11 | 2 | 12 | 56 | 2 | 18 | 40 | 58 | - | 11 | 47 |
| | | 24% | 23% | 24% | 24% | 23% | 25% | 28% | 24% | 25% | 9% | 23% | 24% | 15% | 20% | 26% | 24% | - | 17% | 26% |
| Strongly disagree | (1) | 60 | 35 | 25 | 10 | 36 | 14 | 15 | 12 | 12 | 7 | 14 | 56 | 4 | 19 | 41 | 60 | - | 14 | 46 |
| | | 25% | 22% | 31% | 16% | 26% | 35% C | 20% | 23% | 27% | 32% | 26% | 24% | 31% | 22% | 26% | 25% | - | 22% | 26% |
| Don't know | | 18 | 11 | 7 | 2 | 13 | 3 | 9 | 4 | 2 | 1 | 2 | 17 | 1 | 6 | 12 | 18 | - | 2 | 16 |
| | | 7% | 7% | 9% | 3% | 9% | 8% | 12% | 8% | 4% | 5% | 4% | 7% | 7% | 7% | 8% | 7% | - | 3% | 9% |
| NETS | | | | | | | | | | | | | | | | | | | | |
| Net: Agree | | 50 | 39 | 11 | 22 | 22 | 6 | 13 | 14 | 9 | 3 | 11 | 47 | 3 | 26 | 24 | 50 | - | 25 | 25 |
| | | 21% | 24% | 13% | 35% | 16% | 15% | 18% | 27% | 20% | 14% | 21% | 20% | 23% | 30% N | 15% | 21% | - | 39% R | 14% |
| | | | b | | DE | | | | | | | | | | | | | | | |
| Net: Disagree | | 118 | 74 | 44 | 25 | 69 | 24 | 35 | 25 | 23 | 9 | 26 | 112 | 6 | 37 | 81 | 118 | - | 25 | 93 |
| | | 48% | 45% | 55% | 39% | 49% | 60% C | 49% | 47% | 52% | 41% | 49% | 48% | 46% | 42% | 52% | 48% | - | 38% | 52% q |
| Mean score | | 2.49 | 2.62 | 2.23 | 2.91 | 2.39 | 2.14 | 2.48 | 2.60 | 2.43 | 2.43 | 2.47 | 2.49 | 2.42 | 2.70 N | 2.37 | 2.49 | - | 2.90 R | 2.33 |
| Standard deviation | | 1.20 | 1.23 | 1.10 | 1.27 | 1.15 | 1.11 | 1.17 | 1.28 | 1.21 | 1.21 | 1.19 | 1.20 | 1.24 | 1.25 | 1.16 | 1.20 | - | 1.36 | 1.09 |
| Standard error | | .08 | .10 | .13 | .16 | .10 | .18 | .15 | .19 | .19 | .26 | .17 | .08 | .36 | .14 | .10 | .08 | - | .17 | .09 |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

Q13_2 To what extent do you agree or disagree with the following statement? - If we cracked down on every little fiddle we would soon find we had no staff

Base: All who have managerial responsibilities

| | | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|----------------------------|-----|-------|---|----------|-----------------------------|----------|-----------------------|---------------|--|--|---|---|
| | | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Significance Level: 90% | | | a | b | c | d | *e | f | *g | h | i | j |
| Significance Level: 95% | | | A | B | C | D | *E | F | *G | H | I | J |
| Unweighted Total | | 244 | 45 | 199 | 49 | 195 | 21 | 223 | 24 | 46 | 78 | 96 |
| Weighted Total | | 244 | 45 | 199 | 49 | 194 | 21 | 222 | 24 | 46 | 77 | 96 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Strongly agree | (5) | 12 | 5 | 7 | 7 | 5 | - | 12 | - | 3 | 5 | 4 |
| | | 5% | 11% | 4% | 14% | 3% | - | 5% | - | 7% | 6% | 4% |
| | | | B | | D | | | | | | | |
| Tend to agree | (4) | 38 | 13 | 25 | 10 | 28 | 3 | 35 | 3 | 7 | 8 | 20 |
| | | 16% | 29% | 13% | 20% | 14% | 14% | 16% | 13% | 15% | 10% | 21% |
| | | | B | | | | | | | | i | |
| Neither agree nor disagree | (3) | 58 | 13 | 45 | 7 | 51 | - | 58 | 1 | 15 | 20 | 22 |
| | | 24% | 29% | 23% | 14% | 26% c | - | 26% | 4% | 33% | 26% | 23% |
| | | | | | | | | | | | | |
| Tend to disagree | (2) | 58 | 4 | 54 | 11 | 47 | 5 | 53 | 5 | 11 | 22 | 20 |
| | | 24% | 9% | 27% A | 22% | 24% | 23% | 24% | 21% | 24% | 28% | 21% |
| | | | | | | | | | | | | |
| Strongly disagree | (1) | 60 | 10 | 50 | 12 | 48 | 11 | 49 | 13 | 9 | 16 | 22 |
| | | 25% | 22% | 25% | 24% | 25% | 53% | 22% | 54% | 20% | 20% | 23% |
| Don't know | | 18 | - | 18 | 2 | 16 | 2 | 16 | 2 | 1 | 7 | 8 |
| | | 7% | - | 9% A | 4% | 8% | 10% | 7% | 8% | 2% | 9% | 8% |
| | | | | | | | | | | | | |
| NETS | | | | | | | | | | | | |
| Net: Agree | | 50 | 18 | 32 | 17 | 33 | 3 | 47 | 3 | 10 | 13 | 24 |
| | | 21% | 40% | 16% | 35% | 17% | 14% | 21% | 13% | 22% | 17% | 25% |
| | | | B | | D | | | | | | | |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

Q13_2 To what extent do you agree or disagree with the following statement? - If we cracked down on every little fiddle we would soon find we had no staff

Base: All who have managerial responsibilities

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|-------------------------|-------|---|------|-----------------------------|------|-----------------------|---------------|--|--|---|---|
| | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Significance Level: 90% | | a | b | c | d | *e | f | *g | h | i | j |
| Significance Level: 95% | | A | B | C | D | *E | F | *G | H | I | J |
| Unweighted Total | 244 | 45 | 199 | 49 | 195 | 21 | 223 | 24 | 46 | 78 | 96 |
| Weighted Total | 244 | 45 | 199 | 49 | 194 | 21 | 222 | 24 | 46 | 77 | 96 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Net: Disagree | 118 | 14 | 104 | 23 | 95 | 16 | 102 | 18 | 20 | 38 | 42 |
| | 48% | 31% | 52% | 47% | 49% | 76% | 46% | 75% | 43% | 49% | 44% |
| | | | A | | | | | | | | |
| Mean score | 2.49 | 2.97 | 2.37 | 2.77 | 2.41 | 1.74 | 2.56 | 1.73 | 2.65 | 2.50 | 2.59 |
| | | B | | d | | | | | | | |
| Standard deviation | 1.20 | 1.32 | 1.14 | 1.43 | 1.13 | 1.10 | 1.19 | 1.08 | 1.17 | 1.17 | 1.22 |
| Standard error | .08 | .20 | .08 | .21 | .08 | .25 | .08 | .23 | .17 | .14 | .13 |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

Q13_2 To what extent do you agree or disagree with the following statement? - If we cracked down on every little fiddle we would soon find we had no staff

Base: All who have managerial responsibilities

| | | EMPLOYEE ETHICS | | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|----------------------------|-----|-----------------|--------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | | Total | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | | a | b | c | d | e | *f | g | h |
| Significance Level: 95% | | | A | B | C | D | E | *F | G | H |
| Unweighted Total | | 244 | 54 | 104 | 40 | 91 | 47 | 22 | 144 | 77 |
| Weighted Total | | 244 | 54 | 104 | 40 | 91 | 47 | 22 | 144 | 77 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Strongly agree | (5) | 12 | 2 | 7 | 4 | 6 | 4 | 5 | 10 | 2 |
| | | 5% | 4% | 7% | 10% | 7% | 8% | 23% | 7% | 3% |
| Tend to agree | (4) | 38 | 9 | 19 | 6 | 19 | 12 | 5 | 26 | 11 |
| | | 16% | 17% | 18% | 15% | 21% | 26% | 23% | 18% | 14% |
| Neither agree nor disagree | (3) | 58 | 10 | 33 | 1 | 14 | 9 | 6 | 37 | 15 |
| | | 24% | 19% | 32% | 3% | 15% | 19% | 27% | 26% | 19% |
| | | | | a | | C | C | | | |
| Tend to disagree | (2) | 58 | 11 | 24 | 9 | 15 | 12 | 4 | 27 | 27 |
| | | 24% | 20% | 23% | 23% | 17% | 25% | 18% | 19% | 35% |
| | | | | | | | | | | G |
| Strongly disagree | (1) | 60 | 19 | 15 | 19 | 33 | 9 | 2 | 38 | 17 |
| | | 25% | 35% | 14% | 48% | 36% | 19% | 9% | 26% | 22% |
| | | | B | | E | E | | | | |
| Don't know | | 18 | 3 | 6 | 1 | 4 | 1 | - | 6 | 5 |
| | | 7% | 6% | 6% | 2% | 4% | 2% | - | 4% | 6% |
| NETS | | | | | | | | | | |
| Net: Agree | | 50 | 11 | 26 | 10 | 25 | 16 | 10 | 36 | 13 |
| | | 21% | 20% | 25% | 25% | 27% | 34% | 45% | 25% | 17% |
| Net: Disagree | | 118 | 30 | 39 | 28 | 48 | 21 | 6 | 65 | 44 |
| | | 48% | 56% | 37% | 70% | 53% | 45% | 28% | 45% | 57% |
| | | | B | | dE | | | | | g |
| Mean score | | 2.49 | 2.29 | 2.79 | 2.14 | 2.43 | 2.78 | 3.31 | 2.59 | 2.36 |
| | | | | A | | | C | | | |
| Standard deviation | | 1.20 | 1.26 | 1.14 | 1.44 | 1.37 | 1.28 | 1.29 | 1.27 | 1.09 |
| Standard error | | .08 | .18 | .12 | .23 | .15 | .19 | .28 | .11 | .13 |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

Q13_3 To what extent do you agree or disagree with the following statement? - If we cracked down on every little fiddle we would soon find we had no suppliers

Base: All who have managerial responsibilities

| | | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|----------------------------|-------------------------|-------|--------|--------|-------|-------|------|---------------|-------------|-------------|-------------|-------------|----------------|-----------|-------------------------------|-----------|------------|-----------------|----------------------------|-----------|
| | | Total | Male | Female | 16-34 | 35-54 | 55+ | Ile de France | North -east | North -west | South -west | South -east | Full time | Part time | Public and Third/ Volun -tary | Pri- vate | Man- agers | Non- man- agers | Aware | Un- aware |
| Significance Level: 90% | Significance Level: 95% | | a | b | c | d | e | f | g | h | *i | j | k | *l | m | n | o | *p | q | r |
| | | | A | B | C | D | E | F | G | H | *I | J | K | *L | M | N | O | *P | Q | R |
| Unweighted Total | | 244 | 162 | 82 | 63 | 141 | 40 | 74 | 51 | 44 | 22 | 53 | 231 | 13 | 88 | 156 | 244 | - | 65 | 179 |
| Weighted Total | | 244 | 163 | 81 | 63 | 140 | 41 | 72 | 52 | 44 | 22 | 53 | 231 | 13 | 88 | 156 | 244 | - | 65 | 179 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | - | 100% | 100% |
| Strongly agree | (5) | 11 | 10 | 1 | 3 | 6 | 2 | 3 | 2 | 4 | 1 | 1 | 10 | 1 | 3 | 8 | 11 | - | 6 | 5 |
| | | 5% | 6% | 1% | 5% | 4% | 5% | 4% | 4% | 9% | 4% | 2% | 4% | 8% | 3% | 5% | 5% | - | 9% | 3% |
| | | | b | | | | | | | | | | | | | | | | R | |
| Tend to agree | (4) | 45 | 34 | 11 | 18 | 20 | 7 | 13 | 12 | 6 | 5 | 9 | 43 | 2 | 19 | 26 | 45 | - | 20 | 25 |
| | | 18% | 21% | 13% | 29% | 14% | 18% | 18% | 24% | 14% | 23% | 17% | 19% | 16% | 22% | 17% | 18% | - | 31% | 14% |
| | | | | | D | | | | | | | | | | | | | | R | |
| Neither agree nor disagree | | 57 | 39 | 18 | 13 | 33 | 11 | 17 | 12 | 7 | 5 | 16 | 51 | 6 | 21 | 36 | 57 | - | 14 | 43 |
| | | 23% | 24% | 22% | 21% | 23% | 27% | 23% | 24% | 16% | 23% | 30% | 22% | 46% | 24% | 23% | 23% | - | 22% | 24% |
| Tend to disagree | | 63 | 39 | 24 | 17 | 38 | 8 | 18 | 8 | 16 | 6 | 14 | 61 | 2 | 24 | 39 | 63 | - | 14 | 49 |
| | | 26% | 24% | 29% | 27% | 27% | 20% | 26% | 16% | 36% | 27% | 26% | 26% | 16% | 27% | 25% | 26% | - | 21% | 27% |
| | | | | | | | | | | G | | | | | | | | | | |
| Strongly disagree | | 50 | 29 | 21 | 9 | 30 | 11 | 12 | 13 | 10 | 4 | 11 | 49 | 1 | 15 | 35 | 50 | - | 8 | 42 |
| | | 21% | 18% | 26% | 14% | 21% | 28% | 16% | 25% | 23% | 18% | 21% | 21% | 8% | 17% | 23% | 21% | - | 12% | 24% |
| | | | | | | | | | | | | | | | | | | | q | |
| Don't know | | 18 | 11 | 7 | 3 | 14 | 1 | 10 | 4 | 1 | 1 | 2 | 17 | 1 | 6 | 12 | 18 | - | 3 | 15 |
| | | 7% | 7% | 8% | 5% | 10% | 3% | 13% | 8% | 2% | 5% | 4% | 7% | 7% | 7% | 8% | 7% | - | 4% | 8% |
| | | | | | | | | Hj | | | | | | | | | | | | |
| NETS | | | | | | | | | | | | | | | | | | | | |
| Net: Agree | | 56 | 44 | 12 | 21 | 26 | 9 | 16 | 14 | 10 | 6 | 10 | 53 | 3 | 22 | 34 | 56 | - | 26 | 30 |
| | | 23% | 27% | 15% | 33% | 18% | 23% | 22% | 27% | 23% | 27% | 19% | 23% | 23% | 25% | 22% | 23% | - | 40% | 17% |
| | | | B | | D | | | | | | | | | | | | | | R | |
| Net: Disagree | | 113 | 69 | 44 | 26 | 68 | 19 | 30 | 21 | 26 | 10 | 25 | 110 | 3 | 39 | 74 | 113 | - | 22 | 91 |
| | | 46% | 42% | 55% | 41% | 48% | 48% | 42% | 41% | 59% | 45% | 47% | 48% | 23% | 44% | 48% | 46% | - | 34% | 51% |
| | | | | a | | | | | | fg | | | | | | | | | Q | |
| Mean score | | 2.58 | 2.71 | 2.29 | 2.82 | 2.48 | 2.51 | 2.63 | 2.62 | 2.49 | 2.67 | 2.51 | 2.55 | 3.00 | 2.65 | 2.53 | 2.58 | - | 3.03 | 2.40 |
| | | | B | | d | | | | | | | | | | | | | | R | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

Q13_3 To what extent do you agree or disagree with the following statement? - If we cracked down on every little fiddle we would soon find we had no suppliers

Base: All who have managerial responsibilities

| | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | | |
|--------------------|-------------------------|--------|--------|-------|-------|------|---------------|------------|------------|------------|------------|----------------|-----------|------------------------------|----------|-----------|---------------|----------------------------|----------|---|
| | | | | | | | Ile de France | North-east | North-west | South-west | South-east | | | Public and Third/ Volun-tary | Pri-vate | | Non-man agers | | | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | | | | | | Full time | Part time | | | Man-agers | | Aware | Un-aware | |
| | Significance Level: 90% | | a | b | c | d | e | f | g | h | *i | j | k | *l | m | n | o | *p | q | r |
| | Significance Level: 95% | | A | B | C | D | E | F | G | H | *I | J | K | *L | M | N | O | *P | Q | R |
| Unweighted Total | 244 | 162 | 82 | 63 | 141 | 40 | 74 | 51 | 44 | 22 | 53 | 231 | 13 | 88 | 156 | 244 | - | 65 | 179 | |
| Weighted Total | 244 | 163 | 81 | 63 | 140 | 41 | 72 | 52 | 44 | 22 | 53 | 231 | 13 | 88 | 156 | 244 | - | 65 | 179 | |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | - | 100% | 100% | |
| Standard deviation | 1.18 | 1.20 | 1.08 | 1.17 | 1.15 | 1.23 | 1.15 | 1.26 | 1.26 | 1.20 | 1.08 | 1.18 | 1.04 | 1.14 | 1.20 | 1.18 | - | 1.21 | 1.12 | |
| Standard error | .08 | .10 | .12 | .15 | .10 | .20 | .14 | .18 | .19 | .26 | .15 | .08 | .30 | .13 | .10 | .08 | - | .15 | .09 | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

Q13_3 To what extent do you agree or disagree with the following statement? - If we cracked down on every little fiddle we would soon find we had no suppliers

Base: All who have managerial responsibilities

| | | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|----------------------------|-----|-------|---|------|-----------------------------|------|-----------------------|---------------|--|--|---|---|
| | | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Significance Level: 90% | | | a | b | c | d | *e | f | *g | h | i | j |
| Significance Level: 95% | | | A | B | C | D | *E | F | *G | H | I | J |
| Unweighted Total | | 244 | 45 | 199 | 49 | 195 | 21 | 223 | 24 | 46 | 78 | 96 |
| Weighted Total | | 244 | 45 | 199 | 49 | 194 | 21 | 222 | 24 | 46 | 77 | 96 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Strongly agree | (5) | 11 | 5 | 6 | 6 | 5 | 1 | 10 | 1 | 3 | 3 | 4 |
| | | 5% | 11% | 3% | 12% | 3% | 5% | 5% | 4% | 7% | 4% | 4% |
| | | | B | | D | | | | | | | |
| Tend to agree | (4) | 45 | 11 | 34 | 10 | 35 | 3 | 42 | 4 | 9 | 11 | 21 |
| | | 18% | 24% | 17% | 20% | 18% | 14% | 19% | 17% | 20% | 14% | 22% |
| Neither agree nor disagree | (3) | 57 | 11 | 46 | 8 | 49 | 2 | 55 | 3 | 14 | 17 | 23 |
| | | 23% | 25% | 23% | 17% | 25% | 10% | 25% | 12% | 31% | 22% | 24% |
| Tend to disagree | (2) | 63 | 12 | 51 | 14 | 49 | 5 | 58 | 6 | 7 | 25 | 25 |
| | | 26% | 26% | 26% | 28% | 25% | 23% | 26% | 25% | 15% | 32% | 26% |
| | | | | | | | | | | H | | |
| Strongly disagree | (1) | 50 | 5 | 45 | 11 | 39 | 8 | 42 | 8 | 12 | 14 | 16 |
| | | 21% | 11% | 23% | 23% | 20% | 38% | 19% | 33% | 26% | 18% | 17% |
| | | | a | | | | | | | | | |
| Don't know | | 18 | 1 | 17 | - | 18 | 2 | 16 | 2 | 1 | 8 | 7 |
| | | 7% | 2% | 8% | - | 9% | 10% | 7% | 8% | 2% | 10% | 7% |
| | | | | | C | | | | | h | | |
| NETS | | | | | | | | | | | | |
| Net: Agree | | 56 | 16 | 40 | 16 | 40 | 4 | 52 | 5 | 12 | 14 | 25 |
| | | 23% | 35% | 20% | 33% | 21% | 19% | 23% | 21% | 26% | 18% | 26% |
| | | | B | | d | | | | | | | |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

Q13_3 To what extent do you agree or disagree with the following statement? - If we cracked down on every little fiddle we would soon find we had no suppliers

Base: All who have managerial responsibilities

| | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|--------------------|---|-----------|-----------------------------|----|-----------------------|---------------|--|---|---|---|
| | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accommodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Total | a | b | c | d | *e | f | *g | h | i | j |
| | A | B | C | D | *E | F | *G | H | I | J |
| Unweighted Total | 244 | 45 199 | 49 195 | | 21 | 223 | 24 | 46 | 78 | 96 |
| Weighted Total | 244 | 45 199 | 49 194 | | 21 | 222 | 24 | 46 | 77 | 96 |
| | 100% | 100% 100% | 100% 100% | | 100% | 100% | 100% | 100% | 100% | 100% |
| Net: Disagree | 113 | 17 96 | 25 88 | | 13 | 100 | 14 | 19 | 39 | 41 |
| | 46% | 38% 48% | 51% 45% | | 62% | 45% | 58% | 41% | 50% | 43% |
| Mean score | 2.58 | 2.98 2.48 | 2.71 2.54 | | 2.16 | 2.61 | 2.27 | 2.64 | 2.49 | 2.69 |
| | | B | | | | | | | | |
| Standard deviation | 1.18 | 1.21 1.15 | 1.35 1.12 | | 1.31 | 1.16 | 1.28 | 1.26 | 1.11 | 1.15 |
| Standard error | .08 | .18 .09 | .19 .08 | | .30 | .08 | .27 | .19 | .13 | .12 |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

Q13_3 To what extent do you agree or disagree with the following statement? - If we cracked down on every little fiddle we would soon find we had no suppliers

Base: All who have managerial responsibilities

| | | EMPLOYEE ETHICS | | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|----------------------------|-----|-----------------|--------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | | Total | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | | a | b | c | d | e | *f | g | h |
| Significance Level: 95% | | | A | B | C | D | E | *F | G | H |
| Unweighted Total | | 244 | 54 | 104 | 40 | 91 | 47 | 22 | 144 | 77 |
| Weighted Total | | 244 | 54 | 104 | 40 | 91 | 47 | 22 | 144 | 77 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Strongly agree | (5) | 11 | 2 | 5 | 5 | 7 | 2 | 4 | 9 | 2 |
| | | 5% | 4% | 5% | 12% | 8% | 4% | 18% | 6% | 3% |
| Tend to agree | (4) | 45 | 9 | 25 | 6 | 17 | 13 | 5 | 30 | 12 |
| | | 18% | 17% | 24% | 15% | 19% | 28% | 23% | 21% | 16% |
| Neither agree nor disagree | (3) | 57 | 15 | 30 | 3 | 19 | 7 | 7 | 38 | 13 |
| | | 23% | 28% | 29% | 8% | 21% | 15% | 32% | 26% | 17% |
| Tend to disagree | (2) | 63 | 10 | 25 | 9 | 19 | 16 | 4 | 34 | 25 |
| | | 26% | 19% | 24% | 22% | 21% | 34% | 18% | 24% | 32% |
| Strongly disagree | (1) | 50 | 17 | 14 | 17 | 28 | 5 | - | 26 | 20 |
| | | 21% | 32% | 13% | 43% | 31% | 11% | - | 18% | 26% |
| Don't know | | | B | | E | E | | | | |
| | | 18 | 1 | 5 | - | 1 | 4 | 2 | 7 | 5 |
| | | 7% | 2% | 5% | - | 1% | 8% | 9% | 5% | 6% |
| | | | | | | cD | | | | |
| NETS | | | | | | | | | | |
| Net: Agree | | 56 | 11 | 30 | 11 | 24 | 15 | 9 | 39 | 14 |
| | | 23% | 20% | 29% | 27% | 26% | 32% | 41% | 27% | 18% |
| Net: Disagree | | 113 | 27 | 39 | 26 | 47 | 21 | 4 | 60 | 45 |
| | | 46% | 50% | 37% | 65% | 52% | 45% | 18% | 42% | 58% |
| | | | | | e | | | | | G |
| Mean score | | 2.58 | 2.42 | 2.82 | 2.31 | 2.51 | 2.80 | 3.45 | 2.72 | 2.32 |
| | | | | A | | | c | | H | |
| Standard deviation | | 1.18 | 1.22 | 1.12 | 1.47 | 1.32 | 1.15 | 1.05 | 1.19 | 1.14 |
| Standard error | | .08 | .17 | .11 | .23 | .14 | .17 | .23 | .10 | .13 |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

Q13_4 To what extent do you agree or disagree with the following statement? - 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 who have managerial responsibilities

| | | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|----------------------------|-----|-------|--------|--------|-------|-------|------|---------------|-------------|-------------|-------------|-------------|----------------|-------------------------------|--------|-----------|------------|-----------------|----------------------------|-----------|
| | | | | | | | | | | | | | | Public and Third/ Volun- tary | | | | | | |
| | | Total | Male | Female | 16-34 | 35-54 | 55+ | Ile de France | North -east | North -west | South -west | South -east | Full time | Part time | | Pri- vate | Man- agers | Non- man- agers | Aware | Un- aware |
| Significance Level: 90% | | | a | b | c | d | e | f | g | h | *i | j | k | *l | m | n | o | *p | q | r |
| Significance Level: 95% | | | A | B | C | D | E | F | G | H | *I | J | K | *L | M | N | O | *P | Q | R |
| Unweighted Total | | 244 | 162 | 82 | 63 | 141 | 40 | 74 | 51 | 44 | 22 | 53 | 231 | 13 | 88 | 156 | 244 | - | 65 | 179 |
| Weighted Total | | 244 | 163 | 81 | 63 | 140 | 41 | 72 | 52 | 44 | 22 | 53 | 231 | 13 | 88 | 156 | 244 | - | 65 | 179 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | - | 100% | 100% |
| Strongly agree | (5) | 8 | 5 | 3 | 4 | 4 | - | 3 | 4 | - | 1 | - | 8 | - | 3 | 5 | 8 | - | 5 | 3 |
| | | 3% | 3% | 4% | 6% | 3% | - | 4% | 8% | - | 4% | - | 3% | - | 3% | 3% | 3% | - | 8% | 2% |
| | | | | | | | | | hJ | | | | | | | | | | R | |
| Tend to agree | (4) | 23 | 17 | 6 | 10 | 9 | 4 | 4 | 8 | 4 | 1 | 6 | 22 | 1 | 9 | 14 | 23 | - | 9 | 14 |
| | | 9% | 11% | 7% | 16% | 6% | 10% | 5% | 16% | 9% | 5% | 11% | 10% | 8% | 10% | 9% | 9% | - | 14% | 8% |
| | | | | | D | | | | f | | | | | | | | | | | |
| Neither agree nor disagree | (3) | 37 | 31 | 6 | 13 | 17 | 7 | 13 | 8 | 6 | 4 | 6 | 33 | 4 | 12 | 25 | 37 | - | 11 | 26 |
| | | 15% | 19% | 7% | 21% | 12% | 17% | 18% | 16% | 14% | 18% | 11% | 14% | 31% | 14% | 16% | 15% | - | 17% | 15% |
| | | | B | | | | | | | | | | | | | | | | | |
| Tend to disagree | (2) | 82 | 51 | 30 | 22 | 51 | 9 | 22 | 12 | 18 | 7 | 22 | 79 | 3 | 37 | 45 | 82 | - | 21 | 61 |
| | | 34% | 31% | 38% | 35% | 36% | 22% | 31% | 23% | 41% | 32% | 42% | 34% | 23% | 42% | 29% | 34% | - | 32% | 34% |
| | | | | | | | | | g | | | g | | | N | | | | | |
| Strongly disagree | (1) | 83 | 49 | 34 | 10 | 53 | 20 | 25 | 15 | 15 | 8 | 19 | 78 | 5 | 21 | 62 | 83 | - | 17 | 66 |
| | | 34% | 30% | 42% | 16% | 38% | 50% | 35% | 29% | 34% | 36% | 36% | 34% | 38% | 24% | 40% | 34% | - | 26% | 37% |
| | | | a | | | C | C | | | | | | | | M | | | | | |
| Don't know | | 11 | 9 | 2 | 4 | 7 | - | 5 | 4 | 1 | 1 | - | 11 | - | 6 | 5 | 11 | - | 2 | 9 |
| | | 4% | 6% | 2% | 6% | 5% | - | 7% | 8% | 2% | 5% | - | 5% | - | 7% | 3% | 4% | - | 3% | 5% |
| | | | | | | | | j | J | | | | | | | | | | | |
| NETS | | | | | | | | | | | | | | | | | | | | |
| Net: Agree | | 31 | 22 | 9 | 14 | 13 | 4 | 7 | 12 | 4 | 2 | 6 | 30 | 1 | 12 | 19 | 31 | - | 14 | 17 |
| | | 13% | 14% | 11% | 22% | 9% | 10% | 9% | 24% | 9% | 9% | 11% | 13% | 8% | 14% | 12% | 13% | - | 22% | 10% |
| | | | | | D | | | | Fh | | | | | | | | | | R | |
| Net: Disagree | | 165 | 101 | 64 | 32 | 104 | 29 | 48 | 28 | 33 | 15 | 41 | 157 | 8 | 58 | 107 | 165 | - | 38 | 127 |
| | | 68% | 62% | 79% | 51% | 74% | 72% | 66% | 53% | 75% | 68% | 77% | 68% | 61% | 66% | 69% | 68% | - | 58% | 71% |
| | | | | A | | C | C | | | G | | G | | | | | | | | q |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

Q13_4 To what extent do you agree or disagree with the following statement? - 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 who have managerial responsibilities

| Significance Level: 90% Significance Level: 95% | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | | |
|--|------------------|--------|--------|-------|-------|------|---------------|-------------|-------------|-------------|-------------|----------------|-----------|-------------------------------|-----------|------------|----------------|----------------------------|-----------|------|
| | | | | | | | Ile de France | North -east | North -west | South -west | South -east | | | Public and Third/ Volun -tary | Pri- vate | Man- agers | Non- man agers | Aware | Un- aware | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | | | | | | Full time | Part time | | | | | | | |
| | | a | b | c | d | e | f | g | h | *i | j | k | *l | m | n | o | *p | q | r | |
| | | A | B | C | D | E | F | G | H | *I | J | K | *L | M | N | O | *P | Q | R | |
| | Unweighted Total | 244 | 162 | 82 | 63 | 141 | 40 | 74 | 51 | 44 | 22 | 53 | 231 | 13 | 88 | 156 | 244 | - | 65 | 179 |
| | Weighted Total | 244 | 163 | 81 | 63 | 140 | 41 | 72 | 52 | 44 | 22 | 53 | 231 | 13 | 88 | 156 | 244 | - | 65 | 179 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | - | 100% | 100% |
| | Mean score | 2.10 | 2.20 | 1.91 | 2.60 | 1.96 | 1.88 | 2.06 | 2.45 | 1.98 | 2.05 | 1.98 | 2.11 | 2.08 | 2.23 | 2.04 | 2.10 | - | 2.43 | 1.98 |
| | | b | | DE | | | | fhJ | | | | | | | | | | | R | |
| Standard deviation | 1.10 | 1.11 | 1.07 | 1.16 | 1.03 | 1.05 | 1.10 | 1.33 | .94 | 1.12 | .97 | 1.11 | 1.04 | 1.07 | 1.12 | 1.10 | - | 1.25 | 1.02 | |
| Standard error | .07 | .09 | .12 | .15 | .09 | .17 | .13 | .19 | .14 | .24 | .13 | .07 | .29 | .12 | .09 | .07 | - | .16 | .08 | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

Q13_4 To what extent do you agree or disagree with the following statement? - 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 who have managerial responsibilities

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | | |
|----------------------------|-----|---|------|-----------------------------|------|-----------------|-----------------------|---------------|--|--|---|---|
| | | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| | | | | | | | | | | | | |
| Significance Level: 90% | | a | b | c | d | *e | f | *g | h | i | j | |
| Significance Level: 95% | | A | B | C | D | *E | F | *G | H | I | J | |
| Unweighted Total | | 244 | 45 | 199 | 49 | 195 | 21 | 223 | 24 | 46 | 78 | 96 |
| Weighted Total | | 244 | 45 | 199 | 49 | 194 | 21 | 222 | 24 | 46 | 77 | 96 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Strongly agree | (5) | 8 | 5 | 3 | 3 | 5 | 1 | 7 | 1 | 3 | 2 | 2 |
| | | 3% | 11% | 1% | 6% | 3% | 5% | 3% | 4% | 7% | 3% | 2% |
| | | | B | | | | | | | | | |
| Tend to agree | (4) | 23 | 7 | 16 | 8 | 15 | 3 | 20 | 4 | 5 | 6 | 8 |
| | | 9% | 15% | 8% | 16% | 8% | 14% | 9% | 17% | 11% | 8% | 8% |
| | | | | | d | | | | | | | |
| Neither agree nor disagree | (3) | 37 | 11 | 26 | 9 | 28 | 1 | 36 | 1 | 12 | 9 | 15 |
| | | 15% | 24% | 13% | 18% | 14% | 5% | 16% | 4% | 26% | 12% | 16% |
| | | | b | | | | | | | I | | |
| Tend to disagree | (2) | 82 | 14 | 68 | 12 | 70 | 4 | 78 | 5 | 11 | 28 | 38 |
| | | 34% | 31% | 34% | 24% | 36% | 19% | 35% | 21% | 24% | 36% | 40% |
| | | | | | | | | | | | | h |
| Strongly disagree | (1) | 83 | 7 | 76 | 17 | 66 | 11 | 72 | 12 | 14 | 29 | 28 |
| | | 34% | 16% | 38% | 35% | 34% | 52% | 32% | 50% | 30% | 37% | 29% |
| | | | A | | | | | | | | | |
| Don't know | | 11 | 1 | 10 | - | 11 | 1 | 10 | 1 | 1 | 4 | 5 |
| | | 4% | 2% | 5% | - | 6% | 5% | 4% | 4% | 2% | 5% | 5% |
| | | | | | c | | | | | | | |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

Q13_4 To what extent do you agree or disagree with the following statement? - 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 who have managerial responsibilities

| Significance Level: 90% Significance Level: 95% | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | | |
|--|------------------|---|-----------------|-----------------------------|----------------|-----------------------|-----------------|--|--|---|---|-----------|
| | | | | | | | | | | | | |
| | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services | |
| | | a | b | c | d | *e | f | *g | h | i | j | |
| | | A | B | C | D | *E | F | *G | H | I | J | |
| | Unweighted Total | 244 | 45 | 199 | 49 | 195 | 21 | 223 | 24 | 46 | 78 | 96 |
| | Weighted Total | 244 | 45 | 199 | 49 | 194 | 21 | 222 | 24 | 46 | 77 | 96 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| | NETS | | | | | | | | | | | |
| | Net: Agree | 31 13% | 12 27% B | 19 10% | 11 22% D | 20 10% | 4 19% | 27 12% | 5 21% | 8 18% | 8 10% | 10 10% |
| Net: Disagree | 165 68% | 21 47% | 144 72% A | 29 59% | 135 70% | 15 71% | 149 67% h | 17 71% | 25 54% | 57 73% H | 66 69% h | |
| Mean score | 2.10 | 2.75 B | 1.95 | 2.34 d | 2.04 | 1.95 | 2.12 | 2.00 | 2.38 i | 1.97 | 2.10 | |
| Standard deviation | 1.10 | 1.24 | 1.01 | 1.28 | 1.04 | 1.32 | 1.08 | 1.32 | 1.23 | 1.05 | 1.01 | |
| Standard error | .07 | .19 | .07 | .18 | .08 | .30 | .07 | .27 | .18 | .12 | .11 | |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

Q13_4 To what extent do you agree or disagree with the following statement? - 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 who have managerial responsibilities

| | | EMPLOYEE ETHICS | | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|----------------------------|-----|-----------------|--------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|----------|---------|
| | | Total | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | | a | b | c | d | e | *f | g | h |
| Significance Level: 95% | | | A | B | C | D | E | *F | G | H |
| Unweighted Total | | 244 | 54 | 104 | 40 | 91 | 47 | 22 | 144 | 77 |
| Weighted Total | | 244 | 54 | 104 | 40 | 91 | 47 | 22 | 144 | 77 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Strongly agree | (5) | 8 | - | 6 | 4 | 5 | 1 | 3 | 7 | 1 |
| | | 3% | - | 6% a | 10% | 5% | 2% | 13% | 5% | 1% |
| Tend to agree | (4) | 23 | 3 | 16 | 4 | 14 | 2 | 2 | 17 | 5 |
| | | 9% | 6% | 15% a | 10% | 15% e | 4% | 9% | 12% | 7% |
| Neither agree nor disagree | (3) | 37 | 5 | 20 | - | 7 | 8 | 4 | 22 | 11 |
| | | 15% | 9% | 19% | - | 8% c | 17% C | 18% | 15% | 14% |
| Tend to disagree | (2) | 82 | 17 | 35 | 5 | 18 | 23 | 5 | 45 | 26 |
| | | 34% | 31% | 34% | 12% | 20% | 49% CD | 23% | 31% | 34% |
| Strongly disagree | (1) | 83 | 26 | 22 | 26 | 46 | 10 | 8 | 51 | 29 |
| | | 34% | 48% B | 21% | 65% E | 51% E | 21% | 36% | 35% | 38% |
| Don't know | | 11 | 3 | 5 | 1 | 1 | 3 | - | 2 | 5 |
| | | 4% | 6% | 5% | 3% | 1% | 6% d | - | 1% | 6% G |
| NETS | | | | | | | | | | |
| Net: Agree | | 31 | 3 | 22 | 8 | 19 | 3 | 5 | 24 | 6 |
| | | 13% | 6% | 21% A | 20% e | 21% E | 6% | 23% | 17% h | 8% |
| Net: Disagree | | 165 | 43 | 57 | 31 | 64 | 33 | 13 | 96 | 55 |
| | | 68% | 79% B | 55% | 78% | 70% | 70% | 59% | 67% | 71% |
| Mean score | | 2.10 | 1.71 | 2.49 A | 1.83 | 2.04 | 2.12 | 2.40 | 2.18 | 1.93 |
| Standard deviation | | 1.10 | .88 | 1.18 | 1.42 | 1.31 | .90 | 1.43 | 1.19 | .99 |
| Standard error | | .07 | .12 | .12 | .23 | .14 | .14 | .31 | .10 | .12 |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

Q13_5 To what extent do you agree or disagree with the following statement? - There is no real difference between fraud and a bit of expenses fiddling

Base: All who have managerial responsibilities

| | | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|----------------------------|-----|-------|--------|--------|-------|-------|------|---------------|-------------|-------------|-------------|-------------|----------------|-----------|-------------------------------|-----------|------------|----------------|----------------------------|-----------|
| | | Total | Male | Female | 16-34 | 35-54 | 55+ | Ile de France | North -east | North -west | South -west | South -east | Full time | Part time | Public and Third/ Volun -tary | Pri- vate | Man- agers | Non- man agers | Aware | Un- aware |
| Significance Level: 90% | | | a | b | c | d | e | f | g | h | *i | j | k | *l | m | n | o | *p | q | r |
| Significance Level: 95% | | | A | B | C | D | E | F | G | H | *I | J | K | *L | M | N | O | *P | Q | R |
| Unweighted Total | | 244 | 162 | 82 | 63 | 141 | 40 | 74 | 51 | 44 | 22 | 53 | 231 | 13 | 88 | 156 | 244 | - | 65 | 179 |
| Weighted Total | | 244 | 163 | 81 | 63 | 140 | 41 | 72 | 52 | 44 | 22 | 53 | 231 | 13 | 88 | 156 | 244 | - | 65 | 179 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | - | 100% | 100% |
| Strongly agree | (5) | 20 | 15 | 5 | 4 | 11 | 5 | 8 | 5 | 2 | 1 | 4 | 19 | 1 | 4 | 16 | 20 | - | 6 | 14 |
| | | 8% | 9% | 6% | 6% | 8% | 13% | 11% | 10% | 5% | 5% | 7% | 8% | 8% | 5% | 10% | 8% | - | 9% | 8% |
| Tend to agree | (4) | 62 | 32 | 30 | 20 | 34 | 8 | 13 | 13 | 14 | 5 | 17 | 58 | 4 | 26 | 36 | 62 | - | 22 | 40 |
| | | 25% | 20% | 37% | 32% | 24% | 20% | 17% | 25% | 32% | 23% | 32% | 25% | 31% | 30% | 23% | 25% | - | 34% | 22% |
| | | | | A | | | | | | f | | f | | | | | | | r | |
| Neither agree nor disagree | (3) | 44 | 33 | 11 | 15 | 22 | 7 | 9 | 13 | 8 | 5 | 9 | 43 | 1 | 16 | 28 | 44 | - | 10 | 34 |
| | | 18% | 20% | 13% | 24% | 16% | 18% | 12% | 25% | 18% | 23% | 17% | 19% | 8% | 18% | 18% | 18% | - | 16% | 19% |
| | | | | | | | | | f | | | | | | | | | | | |
| Tend to disagree | (2) | 57 | 41 | 16 | 13 | 36 | 8 | 22 | 7 | 10 | 6 | 11 | 54 | 3 | 23 | 34 | 57 | - | 16 | 41 |
| | | 23% | 25% | 19% | 21% | 25% | 20% | 31% | 14% | 23% | 27% | 21% | 23% | 23% | 26% | 22% | 23% | - | 25% | 23% |
| | | | | | | | | G | | | | | | | | | | | | |
| Strongly disagree | (1) | 54 | 36 | 18 | 9 | 33 | 12 | 16 | 11 | 10 | 5 | 12 | 50 | 4 | 17 | 37 | 54 | - | 10 | 44 |
| | | 22% | 22% | 22% | 14% | 24% | 30% | 22% | 22% | 23% | 23% | 23% | 22% | 31% | 19% | 24% | 22% | - | 16% | 25% |
| | | | | | | c | | | | | | | | | | | | | | |
| Don't know | | 7 | 5 | 2 | 2 | 5 | - | 5 | 2 | - | - | - | 7 | - | 2 | 5 | 7 | - | 1 | 6 |
| | | 3% | 3% | 2% | 3% | 4% | - | 7% | 4% | - | - | - | 3% | - | 2% | 3% | 3% | - | 1% | 3% |
| | | | | | | | | hj | | | | | | | | | | | | |
| NETS | | | | | | | | | | | | | | | | | | | | |
| Net: Agree | | 82 | 47 | 35 | 24 | 45 | 13 | 20 | 18 | 16 | 6 | 21 | 77 | 5 | 30 | 52 | 82 | - | 28 | 54 |
| | | 34% | 29% | 43% | 38% | 32% | 33% | 28% | 35% | 36% | 27% | 39% | 33% | 39% | 34% | 33% | 34% | - | 43% | 30% |
| | | | | A | | | | | | | | | | | | | | | r | |
| Net: Disagree | | 111 | 77 | 33 | 22 | 69 | 20 | 38 | 18 | 20 | 11 | 23 | 104 | 7 | 40 | 71 | 111 | - | 26 | 85 |
| | | 45% | 47% | 41% | 35% | 49% | 50% | 53% | 35% | 46% | 50% | 44% | 45% | 53% | 45% | 45% | 45% | - | 40% | 47% |
| | | | | | | c | | g | | | | | | | | | | | | |
| Mean score | | 2.73 | 2.68 | 2.85 | 2.95 | 2.66 | 2.66 | 2.62 | 2.88 | 2.73 | 2.59 | 2.81 | 2.74 | 2.63 | 2.73 | 2.74 | 2.73 | - | 2.96 | 2.65 |
| | | | | | | | | | | | | | | | | | | | r | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

Q13_5 To what extent do you agree or disagree with the following statement? - There is no real difference between fraud and a bit of expenses fiddling

Base: All who have managerial responsibilities

| | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|--------------------|-------------------------|--------|--------|-------|-------|------|---------------|------------|------------|------------|------------|----------------|-----------|------------------------------|----------|-----------|---------------|----------------------------|----------|
| | | | | | | | Ile de France | North-east | North-west | South-west | South-east | | | Public and Third/ Volun-tary | Pri-vate | | Non-man agers | | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | | | | | | Full time | Part time | | | Man-agers | | Aware | Un-aware |
| | Significance Level: 90% | a | b | c | d | e | f | g | h | *i | j | k | *l | m | n | o | *p | q | r |
| | Significance Level: 95% | A | B | C | D | E | F | G | H | *I | J | K | *L | M | N | O | *P | Q | R |
| Unweighted Total | 244 | 162 | 82 | 63 | 141 | 40 | 74 | 51 | 44 | 22 | 53 | 231 | 13 | 88 | 156 | 244 | - | 65 | 179 |
| Weighted Total | 244 | 163 | 81 | 63 | 140 | 41 | 72 | 52 | 44 | 22 | 53 | 231 | 13 | 88 | 156 | 244 | - | 65 | 179 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | - | 100% | 100% |
| Standard deviation | 1.30 | 1.29 | 1.31 | 1.19 | 1.31 | 1.42 | 1.34 | 1.32 | 1.26 | 1.22 | 1.32 | 1.29 | 1.45 | 1.22 | 1.35 | 1.30 | - | 1.27 | 1.30 |
| Standard error | .08 | .10 | .15 | .15 | .11 | .23 | .16 | .19 | .19 | .26 | .18 | .09 | .40 | .13 | .11 | .08 | - | .16 | .10 |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

Q13_5 To what extent do you agree or disagree with the following statement? - There is no real difference between fraud and a bit of expenses fiddling

Base: All who have managerial responsibilities

| | | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|----------------------------|-------------------------|-------|---|------|-----------------------------|------|-----------------------|---------------|--|--|---|---|
| | | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Significance Level: 90% | Significance Level: 95% | | a | b | c | d | *e | f | *g | h | i | j |
| | | | A | B | C | D | *E | F | *G | H | I | J |
| Unweighted Total | | 244 | 45 | 199 | 49 | 195 | 21 | 223 | 24 | 46 | 78 | 96 |
| Weighted Total | | 244 | 45 | 199 | 49 | 194 | 21 | 222 | 24 | 46 | 77 | 96 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Strongly agree | (5) | 20 | 6 | 14 | 6 | 14 | 2 | 18 | 2 | 7 | 3 | 8 |
| | | 8% | 13% | 7% | 12% | 7% | 10% | 8% | 8% | 15% | 4% | 8% |
| | | | | | | | | | | I | | |
| Tend to agree | (4) | 62 | 15 | 47 | 15 | 47 | 5 | 57 | 5 | 11 | 18 | 28 |
| | | 25% | 33% | 24% | 31% | 24% | 24% | 26% | 21% | 24% | 23% | 29% |
| Neither agree nor disagree | (3) | 44 | 6 | 38 | 6 | 38 | 2 | 42 | 3 | 10 | 16 | 15 |
| | | 18% | 13% | 19% | 12% | 20% | 9% | 19% | 12% | 22% | 21% | 16% |
| Tend to disagree | (2) | 57 | 10 | 47 | 9 | 48 | 3 | 54 | 4 | 10 | 20 | 23 |
| | | 23% | 22% | 23% | 18% | 25% | 14% | 24% | 17% | 22% | 26% | 24% |
| Strongly disagree | (1) | 54 | 8 | 46 | 13 | 41 | 8 | 46 | 9 | 8 | 17 | 20 |
| | | 22% | 18% | 23% | 27% | 21% | 38% | 21% | 38% | 17% | 22% | 21% |
| Don't know | | 7 | - | 7 | - | 7 | 1 | 6 | 1 | - | 4 | 2 |
| | | 3% | - | 3% | - | 4% | 5% | 3% | 4% | - | 5% | 2% |
| NETS | | | | | | | | | | | | |
| Net: Agree | | 82 | 21 | 61 | 21 | 61 | 7 | 75 | 7 | 18 | 21 | 36 |
| | | 34% | 46% | 31% | 43% | 31% | 33% | 34% | 29% | 39% | 27% | 38% |
| | | | B | | | | | | | | | |
| Net: Disagree | | 111 | 18 | 93 | 22 | 89 | 11 | 100 | 13 | 18 | 37 | 43 |
| | | 45% | 40% | 47% | 45% | 46% | 52% | 45% | 54% | 39% | 47% | 45% |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

Q13_5 To what extent do you agree or disagree with the following statement? - There is no real difference between fraud and a bit of expenses fiddling

Base: All who have managerial responsibilities

| | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|--------------------|---|-----------|-----------------------------|----|-----------------------|---------------|--|---|---|---|
| | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accommodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Total | a | b | c | d | *e | f | *g | h | i | j |
| | A | B | C | D | *E | F | *G | H | I | J |
| Unweighted Total | 244 | 45 199 | 49 195 | | 21 | 223 | 24 | 46 | 78 | 96 |
| Weighted Total | 244 | 45 199 | 49 194 | | 21 | 222 | 24 | 46 | 77 | 96 |
| | 100% | 100% 100% | 100% 100% | | 100% | 100% | 100% | 100% | 100% | 100% |
| Mean score | 2.73 | 3.02 2.67 | 2.83 2.71 | | 2.50 | 2.76 | 2.43 | 2.98 | 2.59 | 2.80 |
| Standard deviation | 1.30 | 1.36 1.28 | 1.43 1.26 | | 1.51 | 1.28 | 1.44 | 1.34 | 1.20 | 1.31 |
| Standard error | .08 | .20 .09 | .20 .09 | | .34 | .09 | .30 | .20 | .14 | .13 |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

Q13_5 To what extent do you agree or disagree with the following statement? - There is no real difference between fraud and a bit of expenses fiddling

Base: All who have managerial responsibilities

| | | EMPLOYEE ETHICS | | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|----------------------------|-----|-----------------|--------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | | Total | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | | a | b | c | d | e | *f | g | h |
| Significance Level: 95% | | | A | B | C | D | E | *F | G | H |
| Unweighted Total | | 244 | 54 | 104 | 40 | 91 | 47 | 22 | 144 | 77 |
| Weighted Total | | 244 | 54 | 104 | 40 | 91 | 47 | 22 | 144 | 77 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Strongly agree | (5) | 20 | 5 | 10 | 5 | 11 | - | 3 | 15 | 4 |
| | | 8% | 9% | 10% | 12% | 12% | - | 14% | 10% | 5% |
| | | | | | E | E | | | | |
| Tend to agree | (4) | 62 | 12 | 25 | 11 | 28 | 12 | 5 | 37 | 21 |
| | | 25% | 22% | 24% | 27% | 31% | 26% | 23% | 26% | 27% |
| Neither agree nor disagree | (3) | 44 | 6 | 23 | 3 | 11 | 7 | 3 | 27 | 13 |
| | | 18% | 11% | 22% | 7% | 12% | 15% | 14% | 19% | 17% |
| | | | | a | | | | | | |
| Tend to disagree | (2) | 57 | 12 | 27 | 4 | 12 | 16 | 5 | 30 | 18 |
| | | 23% | 22% | 26% | 10% | 13% | 34% | 23% | 21% | 23% |
| | | | | | | CD | | | | |
| Strongly disagree | (1) | 54 | 18 | 16 | 17 | 29 | 11 | 6 | 35 | 18 |
| | | 22% | 33% | 15% | 43% | 32% | 24% | 27% | 24% | 23% |
| | | | B | | e | | | | | |
| Don't know | | 7 | 1 | 3 | - | - | 1 | - | - | 3 |
| | | 3% | 2% | 3% | - | - | 2% | - | - | 4% |
| | | | | | | | | | | G |
| NETS | | | | | | | | | | |
| Net: Agree | | 82 | 17 | 35 | 16 | 39 | 12 | 8 | 52 | 25 |
| | | 34% | 32% | 34% | 40% | 43% | 26% | 37% | 36% | 33% |
| | | | | | | E | | | | |
| Net: Disagree | | 111 | 30 | 43 | 21 | 41 | 27 | 11 | 65 | 36 |
| | | 45% | 55% | 41% | 53% | 45% | 58% | 50% | 45% | 47% |
| | | | b | | | | | | | |
| Mean score | | 2.73 | 2.51 | 2.86 | 2.57 | 2.78 | 2.43 | 2.74 | 2.77 | 2.67 |
| Standard deviation | | 1.30 | 1.41 | 1.24 | 1.57 | 1.47 | 1.13 | 1.46 | 1.35 | 1.28 |
| Standard error | | .08 | .19 | .12 | .25 | .15 | .17 | .31 | .11 | .15 |

Columns Tested: A,B - C,D,E - F,G,H

IBE Ethics at Work survey – European research - France

Q13_6 To what extent do you agree or disagree with the following statement? - It is acceptable to artificially increase profits in the books as long as no money is stolen

Base: All who have managerial responsibilities

| | | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | |
|----------------------------|-----|-------|--------|--------|-------|-------|------|---------------|-------------|-------------|-------------|-------------|----------------|-------------------------------|--------|-----------|------------|-----------------|----------------------------|-----------|
| | | | | | | | | | | | | | | Public and Third/ Volun- tary | | | | | | |
| | | Total | Male | Female | 16-34 | 35-54 | 55+ | Ile de France | North -east | North -west | South -west | South -east | Full time | Part time | | Pri- vate | Man- agers | Non- man- agers | Aware | Un- aware |
| Significance Level: 90% | | | a | b | c | d | e | f | g | h | *i | j | k | *l | m | n | o | *p | q | r |
| Significance Level: 95% | | | A | B | C | D | E | F | G | H | *I | J | K | *L | M | N | O | *P | Q | R |
| Unweighted Total | | 244 | 162 | 82 | 63 | 141 | 40 | 74 | 51 | 44 | 22 | 53 | 231 | 13 | 88 | 156 | 244 | - | 65 | 179 |
| Weighted Total | | 244 | 163 | 81 | 63 | 140 | 41 | 72 | 52 | 44 | 22 | 53 | 231 | 13 | 88 | 156 | 244 | - | 65 | 179 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | - | 100% | 100% |
| Strongly agree | (5) | 6 | 6 | - | 3 | 2 | 1 | 1 | 1 | 2 | - | 2 | 6 | - | 3 | 3 | 6 | - | 2 | 4 |
| | | 2% | 4% | - | 5% | 1% | 3% | 1% | 2% | 5% | - | 4% | 3% | - | 3% | 2% | 2% | - | 3% | 2% |
| | | | b | | | | | | | | | | | | | | | | | |
| Tend to agree | (4) | 24 | 16 | 8 | 10 | 13 | 1 | 7 | 8 | 4 | 3 | 2 | 23 | 1 | 8 | 16 | 24 | - | 11 | 13 |
| | | 10% | 10% | 10% | 16% | 9% | 2% | 9% | 16% | 9% | 13% | 4% | 10% | 8% | 9% | 10% | 10% | - | 17% | 7% |
| | | | | | E | | | | J | | | | | | | | | R | | |
| Neither agree nor disagree | (3) | 44 | 36 | 8 | 14 | 20 | 10 | 12 | 10 | 8 | 5 | 9 | 41 | 3 | 13 | 31 | 44 | - | 14 | 30 |
| | | 18% | 22% | 10% | 22% | 14% | 25% | 16% | 20% | 18% | 23% | 17% | 18% | 23% | 15% | 20% | 18% | - | 22% | 17% |
| | | | B | | | | | | | | | | | | | | | | | |
| Tend to disagree | (2) | 74 | 46 | 28 | 20 | 44 | 10 | 26 | 10 | 13 | 5 | 19 | 70 | 4 | 33 | 41 | 74 | - | 17 | 57 |
| | | 30% | 28% | 34% | 32% | 31% | 25% | 36% | 20% | 29% | 23% | 36% | 30% | 31% | 37% | 26% | 30% | - | 26% | 32% |
| | | | | | G | | | | | | g | | | | n | | | | | |
| Strongly disagree | (1) | 90 | 55 | 35 | 14 | 58 | 18 | 23 | 19 | 17 | 9 | 21 | 85 | 5 | 29 | 61 | 90 | - | 21 | 69 |
| | | 37% | 33% | 44% | 22% | 41% | 45% | 32% | 37% | 39% | 41% | 39% | 37% | 38% | 33% | 39% | 37% | - | 32% | 39% |
| | | | | | C | C | | | | | | | | | | | | | | |
| Don't know | | 6 | 4 | 2 | 2 | 4 | - | 3 | 3 | - | - | - | 6 | - | 2 | 4 | 6 | - | - | 6 |
| | | 2% | 2% | 2% | 3% | 3% | - | 4% | 6% | - | - | - | 3% | - | 2% | 3% | 2% | - | - | 3% |
| | | | | | | | | | j | | | | | | | | | | | |
| NETS | | | | | | | | | | | | | | | | | | | | |
| Net: Agree | | 30 | 22 | 8 | 13 | 15 | 2 | 8 | 9 | 6 | 3 | 4 | 29 | 1 | 11 | 19 | 30 | - | 13 | 17 |
| | | 12% | 14% | 10% | 21% | 11% | 5% | 11% | 18% | 14% | 13% | 8% | 13% | 8% | 13% | 12% | 12% | - | 20% | 9% |
| | | | | | dE | | | | | | | | | | | | | R | | |
| Net: Disagree | | 164 | 101 | 63 | 34 | 102 | 28 | 50 | 30 | 30 | 14 | 40 | 155 | 9 | 62 | 102 | 164 | - | 38 | 126 |
| | | 67% | 62% | 78% | 54% | 72% | 70% | 69% | 57% | 68% | 64% | 75% | 67% | 69% | 70% | 65% | 67% | - | 58% | 70% |
| | | | | A | | C | | | | | | G | | | | | | | q | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

Q13_6 To what extent do you agree or disagree with the following statement? - It is acceptable to artificially increase profits in the books as long as no money is stolen

Base: All who have managerial responsibilities

| Significance Level: 90% Significance Level: 95% | | GENDER | | AGE | | | REGION | | | | | WORKING STATUS | | SECTOR | | SENIORITY | | AWARE OF UNETHICAL CONDUCT | | |
|--|------------------|--------|--------|-------|-------|------|---------------|-------------|-------------|-------------|-------------|----------------|-----------|-------------------------------|-----------|------------|----------------|----------------------------|-----------|------|
| | | | | | | | Ile de France | North -east | North -west | South -west | South -east | | | Public and Third/ Volun -tary | Pri- vate | Man- agers | Non- man agers | Aware | Un- aware | |
| | Total | Male | Female | 16-34 | 35-54 | 55+ | | | | | | Full time | Part time | | | | | | | |
| | | a | b | c | d | e | f | g | h | *i | j | k | *l | m | n | o | *p | q | r | |
| | | A | B | C | D | E | F | G | H | *I | J | K | *L | M | N | O | *P | Q | R | |
| | Unweighted Total | 244 | 162 | 82 | 63 | 141 | 40 | 74 | 51 | 44 | 22 | 53 | 231 | 13 | 88 | 156 | 244 | - | 65 | 179 |
| | Weighted Total | 244 | 163 | 81 | 63 | 140 | 41 | 72 | 52 | 44 | 22 | 53 | 231 | 13 | 88 | 156 | 244 | - | 65 | 179 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | - | 100% | 100% |
| | Mean score | 2.09 | 2.20 | 1.85 | 2.48 | 1.96 | 1.93 | 2.07 | 2.21 | 2.11 | 2.09 | 1.97 | 2.09 | 2.00 | 2.11 | 2.07 | 2.09 | - | 2.33 | 1.99 |
| | | B | | DE | | | | | | | | | | | | | | | R | |
| Standard deviation | 1.09 | 1.13 | .97 | 1.16 | 1.04 | 1.02 | 1.02 | 1.20 | 1.17 | 1.11 | 1.04 | 1.10 | 1.00 | 1.09 | 1.10 | 1.09 | - | 1.19 | 1.04 | |
| Standard error | .07 | .09 | .11 | .15 | .09 | .16 | .12 | .17 | .18 | .24 | .14 | .07 | .28 | .12 | .09 | .07 | - | .15 | .08 | |

Columns Tested: A,B - C,D,E - F,G,H,I,J - K,L - M,N - O,P - Q,R

IBE Ethics at Work survey – European research - France

Q13_6 To what extent do you agree or disagree with the following statement? - It is acceptable to artificially increase profits in the books as long as no money is stolen

Base: All who have managerial responsibilities

| | | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|----------------------------|-----|-------|---|------|-----------------------------|------|-----------------------|---------------|--|--|---|---|
| | | | | | | | | | | | | |
| | | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Significance Level: 90% | | | a | b | c | d | *e | f | *g | h | i | j |
| Significance Level: 95% | | | A | B | C | D | *E | F | *G | H | I | J |
| Unweighted Total | | 244 | 45 | 199 | 49 | 195 | 21 | 223 | 24 | 46 | 78 | 96 |
| Weighted Total | | 244 | 45 | 199 | 49 | 194 | 21 | 222 | 24 | 46 | 77 | 96 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Strongly agree | (5) | 6 | 1 | 5 | 3 | 3 | 1 | 5 | 2 | 2 | 2 | - |
| | | 2% | 2% | 3% | 6% | 2% | 5% | 2% | 8% | 4% | 3% | - |
| | | | | | d | | | | | J | | |
| Tend to agree | (4) | 24 | 10 | 14 | 10 | 14 | 1 | 23 | 1 | 7 | 7 | 9 |
| | | 10% | 22% | 7% | 20% | 7% | 5% | 10% | 4% | 15% | 9% | 9% |
| | | | B | | D | | | | | | | |
| Neither agree nor disagree | (3) | 44 | 12 | 32 | 9 | 35 | 1 | 43 | 1 | 16 | 11 | 16 |
| | | 18% | 27% | 16% | 19% | 18% | 5% | 19% | 4% | 35% | 14% | 17% |
| | | | b | | | | | | | FIJ | | |
| Tend to disagree | (2) | 74 | 11 | 63 | 15 | 59 | 5 | 69 | 6 | 6 | 27 | 35 |
| | | 30% | 24% | 32% | 31% | 30% | 23% | 31% | 25% | 13% | 35% | 36% |
| | | | | | | | H | | | H | | H |
| Strongly disagree | (1) | 90 | 11 | 79 | 12 | 78 | 12 | 78 | 13 | 15 | 27 | 35 |
| | | 37% | 25% | 40% | 25% | 40% | 57% | 35% | 54% | 33% | 35% | 36% |
| | | | a | | C | | | | | | | |
| Don't know | | 6 | - | 6 | - | 6 | 1 | 5 | 1 | - | 4 | 1 |
| | | 2% | - | 3% | - | 3% | 5% | 2% | 4% | - | 5% | 1% |
| NETS | | | | | | | | | | | | |
| Net: Agree | | 30 | 11 | 19 | 13 | 17 | 2 | 28 | 3 | 9 | 9 | 9 |
| | | 12% | 24% | 10% | 26% | 9% | 9% | 13% | 13% | 20% | 12% | 9% |
| | | | B | | D | | | | j | | | |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

Q13_6 To what extent do you agree or disagree with the following statement? - It is acceptable to artificially increase profits in the books as long as no money is stolen

Base: All who have managerial responsibilities

| | | FELT PRESSURE TO COMPROMISE ETHICS | | INCENTIVES FOR EMPLOYEES | | WORKING SECTORS | | | | | |
|-------------------------|-------|---|------|-----------------------------|------|-----------------------|---------------|--|--|---|---|
| | Total | Yes | Not | Yes | No | Net: Manufacturing | Net: Services | Agriculture, forestry & fishing/ Production/ Construction/ Property | Motor trades/ Transport & storage/ Accomodation & food services/ Retail & Wholesale | Information & communication/ Finance & insurance/ Business administration & support services/ Professional, scientific & technical | Public administration & defence/ Education/ Health/ Arts, entertainment, recreation & other services |
| Significance Level: 90% | | a | b | c | d | *e | f | *g | h | i | j |
| Significance Level: 95% | | A | B | C | D | *E | F | *G | H | I | J |
| Unweighted Total | 244 | 45 | 199 | 49 | 195 | 21 | 223 | 24 | 46 | 78 | 96 |
| Weighted Total | 244 | 45 | 199 | 49 | 194 | 21 | 222 | 24 | 46 | 77 | 96 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Net: Disagree | 164 | 22 | 141 | 27 | 136 | 17 | 146 | 19 | 21 | 54 | 70 |
| | 67% | 49% | 71% | 55% | 70% | 81% | 66% | 79% | 45% | 69% | 73% |
| | | A | | C | | H | | | H | | H |
| Mean score | 2.09 | 2.53 | 1.98 | 2.53 | 1.97 | 1.70 | 2.12 | 1.82 | 2.46 | 2.06 | 1.99 |
| | | B | | D | | | | fiJ | | | |
| Standard deviation | 1.09 | 1.16 | 1.05 | 1.24 | 1.02 | 1.13 | 1.09 | 1.27 | 1.23 | 1.07 | .96 |
| Standard error | .07 | .17 | .08 | .18 | .07 | .25 | .07 | .26 | .18 | .12 | .10 |

Columns Tested: A,B - C,D - E,F,G,H,I,J

IBE Ethics at Work survey – European research - France

Q13_6 To what extent do you agree or disagree with the following statement? - It is acceptable to artificially increase profits in the books as long as no money is stolen

Base: All who have managerial responsibilities

| | | EMPLOYEE ETHICS | | | EMPLOYER SUPPORT | | | EMPLOYER PROVIDES | | |
|----------------------------|-----|-----------------|--------------|---------------|--------------------------|----------------------------|-----------------------|-------------------|------|------|
| | | Total | Most ethical | Least ethical | Most supportive employer | Fairly supportive employer | Unsupportive employer | All | Any | None |
| Significance Level: 90% | | | a | b | c | d | e | *f | g | h |
| Significance Level: 95% | | | A | B | C | D | E | *F | G | H |
| Unweighted Total | | 244 | 54 | 104 | 40 | 91 | 47 | 22 | 144 | 77 |
| Weighted Total | | 244 | 54 | 104 | 40 | 91 | 47 | 22 | 144 | 77 |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Strongly agree | (5) | 6 | 2 | 4 | 4 | 4 | - | 2 | 4 | 1 |
| | | 2% | 4% | 4% | 10% | 4% | - | 9% | 3% | 1% |
| | | | | | E | | | | | |
| Tend to agree | (4) | 24 | 1 | 20 | 6 | 12 | 3 | 3 | 20 | 3 |
| | | 10% | 2% | 19% | 15% | 13% | 6% | 14% | 14% | 4% |
| | | | | A | | | | | H | |
| Neither agree nor disagree | (3) | 44 | 8 | 21 | 2 | 11 | 9 | 5 | 27 | 13 |
| | | 18% | 15% | 20% | 5% | 12% | 19% | 23% | 19% | 17% |
| | | | | | | C | | | | |
| Tend to disagree | (2) | 74 | 16 | 28 | 6 | 17 | 19 | 5 | 38 | 26 |
| | | 30% | 29% | 27% | 15% | 19% | 40% | 23% | 26% | 34% |
| | | | | | | CD | | | | |
| Strongly disagree | (1) | 90 | 26 | 30 | 22 | 46 | 15 | 7 | 55 | 32 |
| | | 37% | 48% | 29% | 55% | 51% | 32% | 32% | 38% | 42% |
| | | | B | | E | E | | | | |
| Don't know | | 6 | 1 | 1 | - | 1 | 1 | - | - | 2 |
| | | 2% | 2% | 1% | - | 1% | 2% | - | - | 3% |
| | | | | | | | | | | g |
| NETS | | | | | | | | | | |
| Net: Agree | | 30 | 3 | 24 | 10 | 16 | 3 | 5 | 24 | 4 |
| | | 12% | 6% | 23% | 25% | 17% | 6% | 23% | 17% | 5% |
| | | | | A | E | e | | | H | |
| Net: Disagree | | 164 | 42 | 58 | 28 | 63 | 34 | 12 | 93 | 58 |
| | | 67% | 78% | 56% | 70% | 69% | 72% | 54% | 64% | 75% |
| | | | B | | | | | | | |
| Mean score | | 2.09 | 1.81 | 2.42 | 2.09 | 2.01 | 2.00 | 2.46 | 2.17 | 1.87 |
| | | | | A | | | | | h | |
| Standard deviation | | 1.09 | 1.02 | 1.21 | 1.46 | 1.26 | .90 | 1.34 | 1.17 | .94 |
| Standard error | | .07 | .14 | .12 | .23 | .13 | .13 | .29 | .10 | .11 |

Columns Tested: A,B - C,D,E - F,G,H