UNITED NATIONS ECONOMIC COMMISSION FOR EUROPE

CONFERENCE OF EUROPEAN STATISTICIANS

Workshop on Ethics in Modern Statistical Organisations

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Istat

26-28 March 2024 Geneva, Switzerland

OPEN DISCUSSION FOR THE REFERENCE BOOK ON ETHICS
3° Day, 28.03.24

THE TASK TEAM ON ETHICAL LEADERSHIP

TASK TEAM ON ETHICAL LEADERSHIP: PEOPLE & BEGINNINGS

The **Task Team on Ethical Leadership** **started its activity in 2021** as a **follow up of the Risk Management** Framework and related **Guidelines**, released in 2017 by the Modernisation Committee on Organisational Framework and Evaluation, under the coordination of the UNECE HLG-MOS.

The Task Team on Ethical Leadership

- **since 2021 has been focusing both on ethics management** as a key strategy to all processes and activities within an organization, namely "**business ethics**", and on **data ethics;**
- **acknowledges** the excellent work carried out by the **Task Team, coordinated by CSO Ireland,** on **mapping** and **describing a list of "*core values to the Fundamental Principles of Official Statistics*",** proposed to the **CES Bureau** at the Plenary Session of the Conference of European Statisticians (CES) held in June 2021.

Among the others, the **Task teams goals, approved by the HLG-MOS** are:

1. ***To identify*** *possible* ***common practices*** *in ethics management;*
2. ***To define a common vocabulary*** *and* ***give concrete suggestions*** *to support NSOs' leadership*
3. ***To provide a reference book to figure out how to deal with*** *potential behavioural* ***dilemmas***

TASK TEAM MEMBERS 2024

Co-chairs: Fabrizio Rotundi, Italy, ...

Angela Leonetti, Katia Ambrosino, Italy
Elsa Dhuli, Albania
Martin-J Beaulieu, Milana Karaganis, Statistics Canada
Matt Short, ONS UK
Tine Petsaj, Slovenia
Emma MacDonald, Statistics New Zealand
Lukasz Augustyniak, Eurostat
Orla O'Gorman, CSO Ireland
Andrea Ordaz-Németh
InKyung Choi, Andrew Tait and Tetyana Kolomiyets, UNECE

TASK TEAM ON ETHICAL LEADERSHIP: THE BUSINESS CASE 2024

Purpose

- **With reference to institutional ethics**: NSOs must act as **moral agents by upholding ethical behaviour**, not just relying on individual staff members. **Leaders** in NSOs play a vital role in **promoting ethical practices through effective communication, emphasising the organisation's values**, and making employees aware of the consequences of not adhering to codes of conduct.
- **With reference to data ethics**: NSOs **face the challenge of meeting the growing demand for refined, diverse, and timely data in larger quantities**. To address this, they are expanding beyond traditional methods, embracing alternative data sources, and incorporating data science and modern data integration techniques. Maintaining public trust is crucial, requiring proactive communication of ethical values and practices to prevent any loss of trust in statistical offices.

Deliverables

With reference to institutional ethics:

- **Organise the Workshop on Ethics** (26 to 28 March 2024 in Geneva) in collaboration with WP on institutional ethics.
- **Complete the analysis** of the third survey results.
- **Incorporate ethics within various areas of GAMSO and GSBPM** in collaboration with GSBPM/GAMSO revision task team under the Supporting Standards Group.
- **Complete a Reference Book** on Ethics for NSOs.

With reference to data ethics:

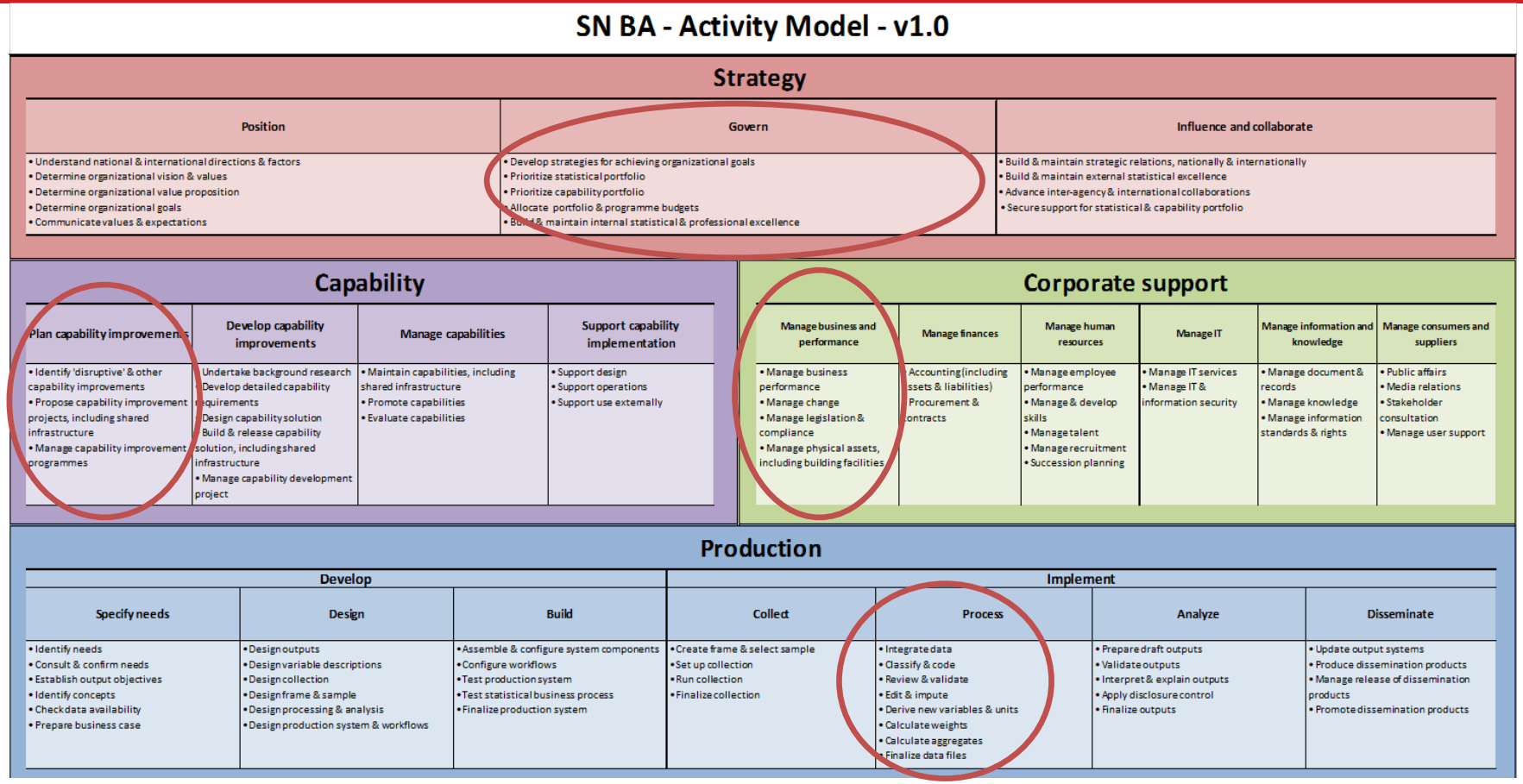
- **Organise the Workshop on Ethics** (26 to 28 March 2024 in Geneva) in collaboration with WP on data ethics.
- **Develop a common international definition of data ethics** and a common understanding of its relevance for NSOs.
- **Develop a principle based international data ethics framework** that can be used by NSOs.
- **Collect training materials / guidance on ethics** and best practices on defining, applying, and communicating data ethics across different NSOs. Provide case studies of good practices and the impacts this has had.

TASK TEAM ON ETHICAL LEADERSHIP –TRENDS OF ACTIVITY

SUBJECT	PURPOSE	STATE OF PLAY	OUTPUT(S)
1. Survey results analysis	**Investigate practices on ethics and identify common features** while removing biases related to different cultural contexts	Finalized	Report about the practices found and analysed
2. Drafting of a Reference Book	**Set up a common vocabulary on ethics;** help NSOs detect and manage ethical dilemmas especially related to data ethics	In progress	Reference Book
3. Integrate ethics in GAMSO/GSBPM	**Revising models' activities**: focus on strategies and providing ethical terms of reference	First proposal submitted and awaiting in-depth opportunities	Statements and topics for GAMSO/GSBPM; new version(s) of the model(s)

INTEGRATING ETHICS IN THE GAMSO MODEL

Ethics cuts across the entire Business Architecture framework: understanding how it comes through strategies to production processes – thanks to proper assets and tools – is a key to turn ethical principles into action.



Ethics implementation must be measurable and that is possible **through providing**, for example: *strategic objectives on ethics implementation (strategy); training on ethics (capability); set up of ethics implementation systems or anticorruption systems (corporate support) and **their application to all production as well as supporting processes**.*

INTRODUCING THE REFERENCE BOOK ON ETHICS

THE CONCEPTUAL FRAMEWORK

Organizational Ethical Values

*Ethics in an organisational context is a set of ethical values and behaviours an organisation choosen to implement **its mission and vision** as well as to **improve effectiveness, efficiency and affordability of its overall performance***

Ethical Leadership

Performance & Quality

Management of Ethics

Business Ethics

SOME DEFINITIONS

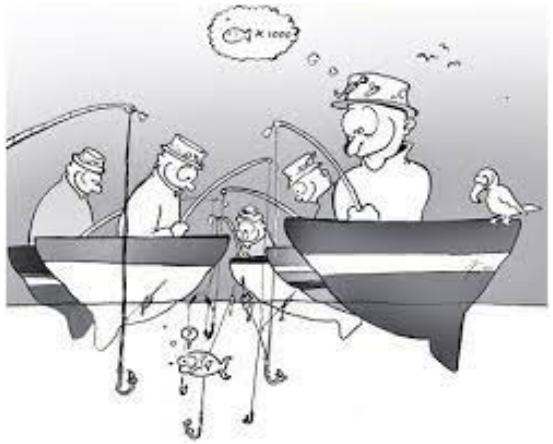
Ethical leadership can be defined as "*the demonstration that managers normatively conduct appropriate* ***Ethics management*** *through personal actions and interpersonal relationships, and the promotion of such conduct to followers through two-way communication, reinforcement, and decision-making*''.

Ethics management and Ethical leadership are two interrelated components, because only those leaders who can behave ethically can effectively manage Ethics within their organisation.

- in **Ethics management all employees have their own role in integrating ethics in their daily actions;**
- according to **Ethical leadership**, **exercising power and authority** as a **manager** inherently **entails ethical challenges,** which means that **all leaders/managers need to embed ethical activity** in their own managing role.

REFERENCE BOOK ON ETHICS

The **Task Team on Ethics** planned to produce a sort of **Handbook** as a reference guide providing a common high level data ethics framework for statistics.



The so-called "**Reference Book**" aims at supporting NSOs' leadership and giving concrete suggestions in real-work-type regarding potential **behavioural dilemmas** (for example, in terms of data processing, personal data protection, conflict of interests and so on).

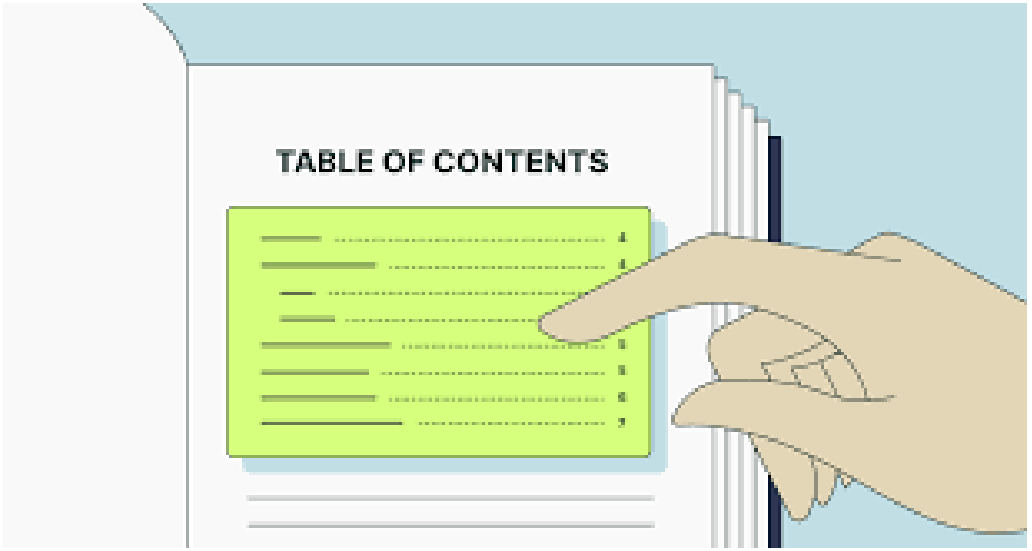
It also should provide guidance on **how to implement Ethics management** across the statistical production chain, and **how to communicate the benefits of practicing good data ethics** to a wide variety of **stakeholders** (e.g. data suppliers, the public, researchers and civil society).

REFERENCE BOOK ON ETHICS: TABLE OF CONTENTS

TABLE OF CONTENTS

Introduction

1. **Conceptual groundwork**
    1. What is ethics (in official statistics)?
    2. What do we mean by official statistics?
2. **Ethics in official statistics**
    1. Ethics in the statistical business production process
    2. Ethics in the institution
3. **Ethical dilemmas**
    1. Ethical dilemmas by country/by topic
    2. Fantastic failures
4. **Results of ethics surveys**
    1. Results of surveys
    2. Analysis of surveys
5. **Ethics and communication in official statistics**
    1. Effective communication strategies
6. **Conclusions**
7. **References**
8. **Bibliography**



REFERENCE BOOK ON ETHICS: REVISING THE TABLE OF CONTENTS

Table of contents Draft	Themes/Issues from the workshop/ Bootcamp to be included in the RB *(From the Chairs)*	New themes from the Bootcamp to be included in the RB *(From the Researchers and Rapporteurs)*	Matches and differences from the 3 Surveys Findings *(From the Researchers)*	Proposals to revise the Table of Contents *(From the audience)*
1. Conceptual Framework				
1. What is ethics (in official statistics)?				
2. What do we mean by official statistics?				
2. Ethics in Official Statistics				
1. Ethics in the statistical business production process				
2. Ethics in the institution				
3. Ethical Dilemmas				
1. Ethical dilemmas by country/by topic				
2. Fantastic failures				
5. Ethics and Communication in Official Statistics				
1. Effective communication strategies				

OPEN QUESTIONS

Ethics & Compliance

1. **Ethics and law:** *National Statistics Offices (NSOs) operate within the confines of statistics laws, which define specific regulations governing their activities. However, laws alone may not encompass all ethical considerations inherent in statistical work. Reflecting on this,* ***explore two scenarios: i) Cases where actions are legally permissible but may still be regarded as unethical; ii) Cases where actions are technically prohibited by law, yet are arguably ethical****;*

2. **Ethics and code of conduct:** *In the field of official statistics, Fundamental Principles of Official Statistics and Code of Conducts (e.g., European Statistics Code of Practice, national code of conduct) provides essential guidelines that producers of official statistics should abide to. Considering the* ***specific principles and codes*** *within your regional or national context, are* ***there any areas or codes you believe are lacking or absent****? Please* ***reflect on potential gaps*** *and discuss how these could be addressed to further enhance ethical practices within statistical organizations.*

3. **Ethics and strategies:** *What do you think the* ***relationship between ethics and trust****? While being ethical is undoubtedly crucial, do you believe it is sufficient on its own for a statistical organization to gain trust? What additional* ***factors or strategies*** *do you consider necessary* ***to build and maintain trust with stakeholders****?*

REFERENCE BOOK ON ETHICS: OPEN QUESTIONS

Ethics in daily works & new data / technology

1. *What do you think the **difference between business ethics and data ethics in statistical organizations**? Are these concepts referring to distinct areas of work, or do they overlap significantly? Could you provide examples from daily works where they do overlap or differ?*
2. *In what ways do **ethical considerations influence decisions related to the selection of data sources, methodologies, and indicators** in official statistical work? Is there any institutionalized mechanism to support this process in your organization?*
3. *How can we effectively **measure the level of commitment to and implementation** of the (business and data) **ethics** within an NSO?*
4. *To what extent **changing societal expectations impact ethics and ethical practices** within statistical organizations?*
5. *Do NSOs have an **ethical obligation to use their expertise not only to produce statistical information and products**, but also, to work with other partners to strengthen ethical use of data? Does this type of activities fall under social responsibility dimension of NSOs?*
6. *With the exponential development of technology, how do **new technologies impact traditional ethical practices and dilemmas** within NSOs?*
7. *Private industry has started moving towards publishing the sustainability reports on the environmental, social and governance impacts of their activities. Could this type of reporting provide a **vehicle for NSOs to measure implementation of business ethics** within NSO?*

Ethical dilemmas

Systematic **analysis of ethical dilemmas** could significantly enhance decision-making processes. Are there established **ethical frameworks or principles that you recommend** applying when conducting such analyses? How do these **frameworks guide the identification, evaluation, and resolution of ethical dilemmas** in practice?

For example, an interviewer who learns about serious crime from the respondents and being torn between reporting to authority and keeping the confidentiality, what are the ethical (or moral) values conflicting in this situation?

Ethics and proactive communication

In your experience, what are the **most common barriers to communication of ethics** within statistical organizations, and **how can these be overcome**?

Thank you for your attention!