INVESTIGATING ETHICAL PRACTICES IN NSOs
SURVEYS RESULTS

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Surveys

Surveys results
Task Team on Ethical Leadership

- Produce a Reference Book on Ethics in NSOs
- Create a common framework
- Support NSOs in upholding standards
- Promote a culture of transparency, accountability, and integrity
Surveys

Offer valuable insights into ethical practices in NSOs

The basis for further discussion

Best practices and lessons learned
Surveys findings

- High response rate
- Willingness to cooperate with team
- Widespread use of ethics management in numerous NSOs
- Need for development of ethical frameworks
Surveys findings

- Ethics and Compliance Governance
- Ethics Management Organization
- Ethics implementation procedures and tools
- Ethics dissemination
- Ethics Management and Performance
- Ethical Dilemmas
Ethics & Compliance Governance
Q.: Are there any Ethics management policies/programmes/procedures/practices in your Organisation?

Yes, 82.8%
No, 17.2%

Q.: How long ago have them been implemented?

1 to 3 years, 13%
more than 3 years, 88%
Q.: Do any Vision, Governance and Leadership statements in your Organisation take into account ethical perspective?

«...it is implicit, both in the institutional values, as well as in the mission and vision...»

Q.: Does any governance provision by your organization establish business ethics values?

«...We do a lot of what ethics is without calling it ethics...»

«...The emphasis of the NSO’s mission statement is on statistical production and the many ways this can serve policymakers, researchers, and the wider public...»

«...Geared to satisfying society’s information needs, official statistics shall be based upon a clear set of principles that are aimed at maintaining the quality of statistics and at retaining the confidence of end users and providers of information in statisticians and statistical agencies...»
Q.: Does your NSO have an ‘Ethical Code’ or a document regarding the expected ethical behavior of its employees?

Fundamental Principles of Official Statistics and Data Ethics Codes

- Ethical Code of Civil Servants
- Code of Conduct
- Code of Ethics
Ethics
Management
Organization
Q.: Does your NSO have an Ethics Committee or Officer?

- Yes 35.6%
- No 33.3%
- Other 15.6%
- No specific committee 15.6%

Information collected through:
- Questionnaires to workers
- In case of violations

Provide regular reports to:
- Director General of NSOs or Head of Staff
- external National Commission of Ethics
Ethics Management Procedures and Tools
Protocols to investigate ethical breaches

Q.: Is your organisation facing particular Ethical dilemmas?

- NO: 80%
- YES: 20%

Q.: Does your organization have a process to investigate a breach of professional ethics or scientific integrity?

- NO: 100%
- YES: 90%

Q.: This process covers which areas?

- Statistical production, 89%
- Administration, 78%
- Research, 56%
- Governance, 78%
- Other, 33%
Assessment tools

Q.: Do you conduct Ethics & Compliance risk assessments?

Q.: Do you conduct due diligence on your third parties?

Q.: Does your organisation have a whistleblowing channel which allows for anonymous reporting?


Risk assessment

Due diligence

Whistleblowing channel
Ethics dissemination
Training

Q.: Do your employees receive training on the Code of Conduct?

Target audience

Frequency

All employees 83%
Researches only 6%
Other 11%
Annually 22%
Once in their career 28%
Other 50%

Yes 80%
No 20%
Q.: Does your Organisation run any stakeholder consultation to promote reputation and reliability based on the development of Ethics?

«... There is a process for suggestions and complaints in charge of the Institutional Management, whose purpose is for users to express their disagreements about behaviors or situations that they observe regarding institutional personnel in the performance of their duties, or in the delivery of institutional products (goods and services)...»

«... When we consult our stakeholders, the ethical elements of our work are always present...»
Ethics Management and Performance
On the basis of your experience, has the Ethics management increased the performance of your Organisation?

On the basis of your experience, has the Ethics management within your Organisation improved well-being at work?

On the basis of your experience, have you found a connection between the delivery of training on the Code and a decrease of disciplinary measures?

«... We are confident that Ethics management, using the set procedures ensuring transparency, will improve the wellbeing of all staff...»

«... This has not been analyzed explicitly. Employees are informed as soon as they begin their employment of the frameworks and policies in place. Transparency is also demonstrated to the general public with the website. With these proactive actions the performance we can assume performance is better compared to a reactive mode...»

«... Surely there is a positive impact, however, it has not been measured...»
Ethical Dilemmas
Ethical Dilemmas

- Merging positions
- Conflicts of interest
- Integrity
- General corruption risks
- Compliance with professional ethics rules beyond the office environment
- The tension between public and private interest
Conclusions

- Robust measures to manage ethics
- Solid commitment to ethical practices
- Support for development of ethical frameworks

Reference Book