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## WORKSHOP ON ETHICS IN MODERN STATISTICAL ORGANISATIONS

# ETHICS BOOTCAMP INTRO

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# The purpose

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*“People often conceive morality as an intangible and idealized dimension, however, **when it comes to violating ethical standards, they do so in a concrete manner.**”*

Pacilli, M.G., Spaccatini, F., Giovannelli, I., 2019.

**This bootcamp is intended to be an invitation to discuss how an individual in a particular situation can behave ethically/unethically «in a concrete manner».**

The purpose is not to find out the right solution, there isn't anything like that. The purpose is to **discuss a particular situation** and, through doing that, to cooperate in order to **agree on priority values and proposals.**

# Conflict of interests & ethical dilemma

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- **Conflict of interests:** that happens when **we know what would be the right thing to do (we know where the public good is and how to achieve it) but, our needs/desires put pressure on us and circumstances offer us the opportunity** to compromise, to not be compliant.
- **Ethical dilemma:** that happens when **we want to do the right thing** but, circumstances seem to show that **whatever we decide we'll break some rules**, we'll not be able to satisfy one or more ethical requirements.

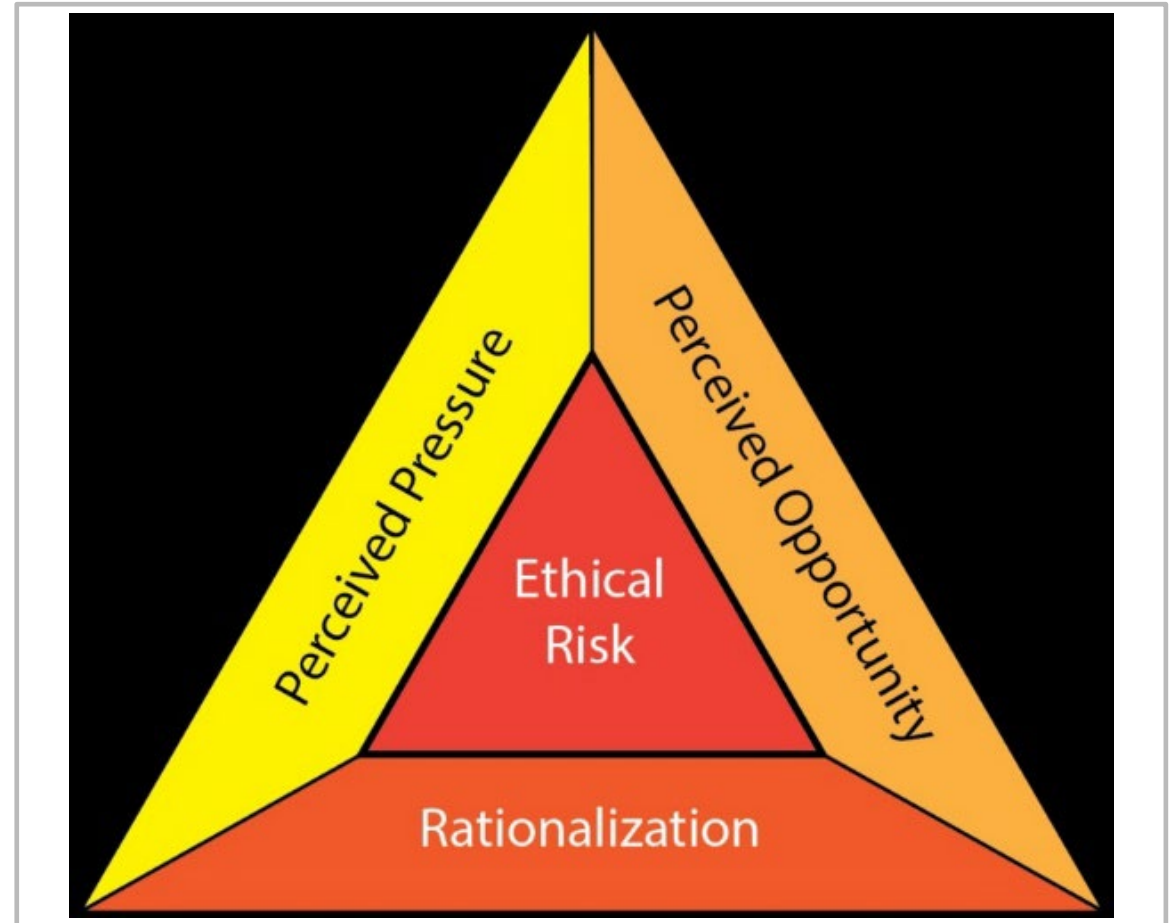
# The Donald Cressey's\* triangle

It is a model of interaction between an individual and his/her organisational context.

It gives us information about **three dimensions that can drive the individual to behave unethically**:

- 1) pressure of **internal needs/desires** or **external requests**;
- 2) dimension of **opportunities** (to behave unethically);
- 3) dimension of **self-justification** (rationalization).

\* [https://en.wikipedia.org/wiki/Donald\\_Cressey](https://en.wikipedia.org/wiki/Donald_Cressey)



[https://en.m.wikipedia.org/wiki/File:Fraud\\_Triangle.png](https://en.m.wikipedia.org/wiki/File:Fraud_Triangle.png)

# The sample situations

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- ❖ We set up no. 2 ethics sensitive situations in two different contexts: one related to **using statistical information** and one related to **HR support activities** (overtime payments)
- ❖ Each group is provided with **printouts** of: the two situations, the two versions of the Cressey's Triangle, three checklists
- ❖ Each group is invited to choose one of the two situations and **work on it as follows**

# What to do with the chosen situation

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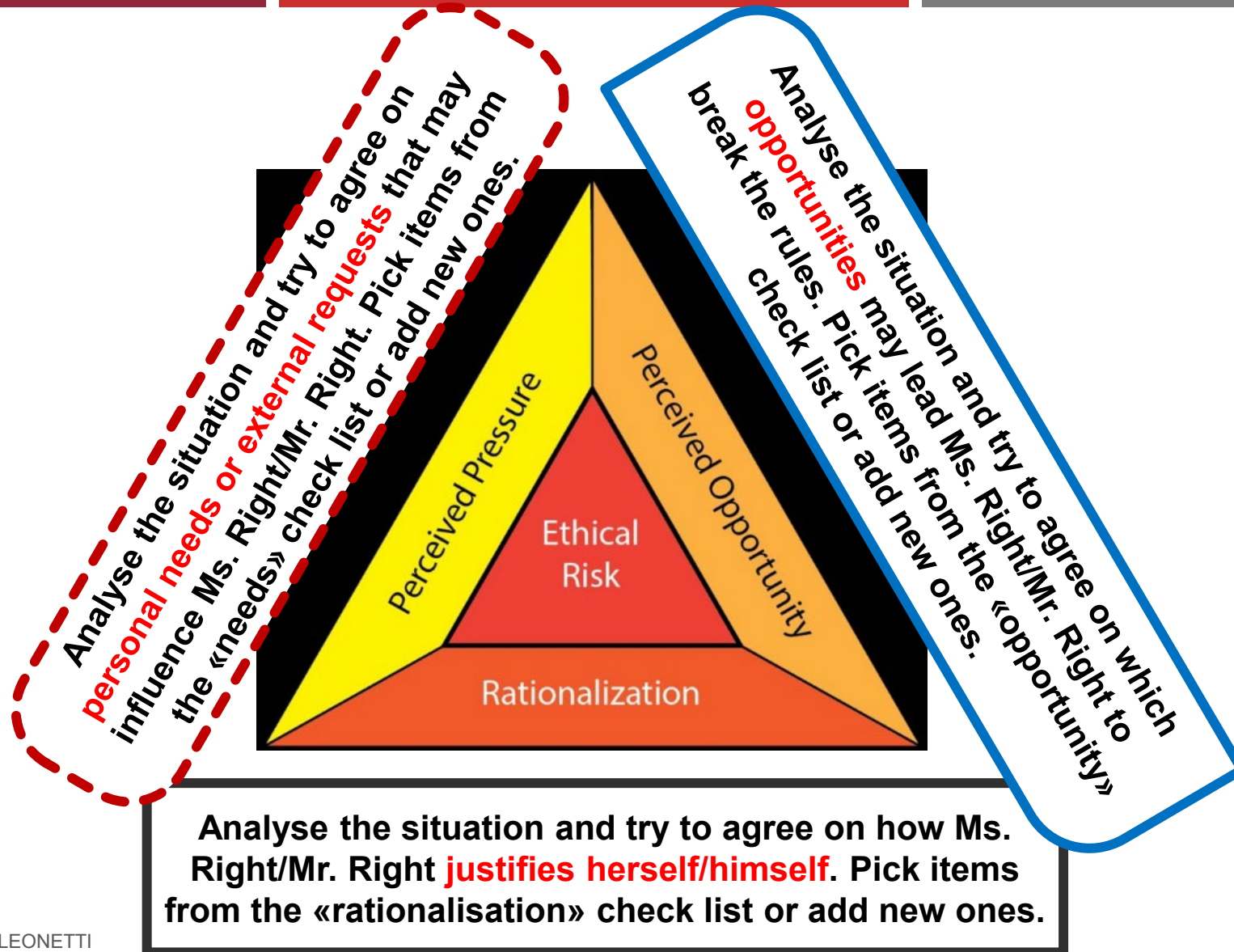
## *What do you think about Ms. Right's/Mr. Right's reasoning/decision?*

Here are some suggestions to work on that.

1. Discuss the short story and **try to find** whether it presents conflict(s) of interest or/and ethical dilemma(s), or/and other kind of ethical problems – or none;
2. Use the (first) Cressey's triangle to **analyse** the conflict/dilemma; **help yourselves to the check lists** if you need. The lists are not completed so **any items you may add to one or more of the checklists will be really appreciated**;
3. Use the (second) Cressey's triangle and **try to agree on suggestions** “to solve” the situation or to prevent similar situations in the future;
4. **Feel free to contribute anywhere with your own work experience**;
5. **Appoint a Rapporteur** who will report to the audience your considerations and suggestions.

# How to apply the Cressey's triangle to the situation

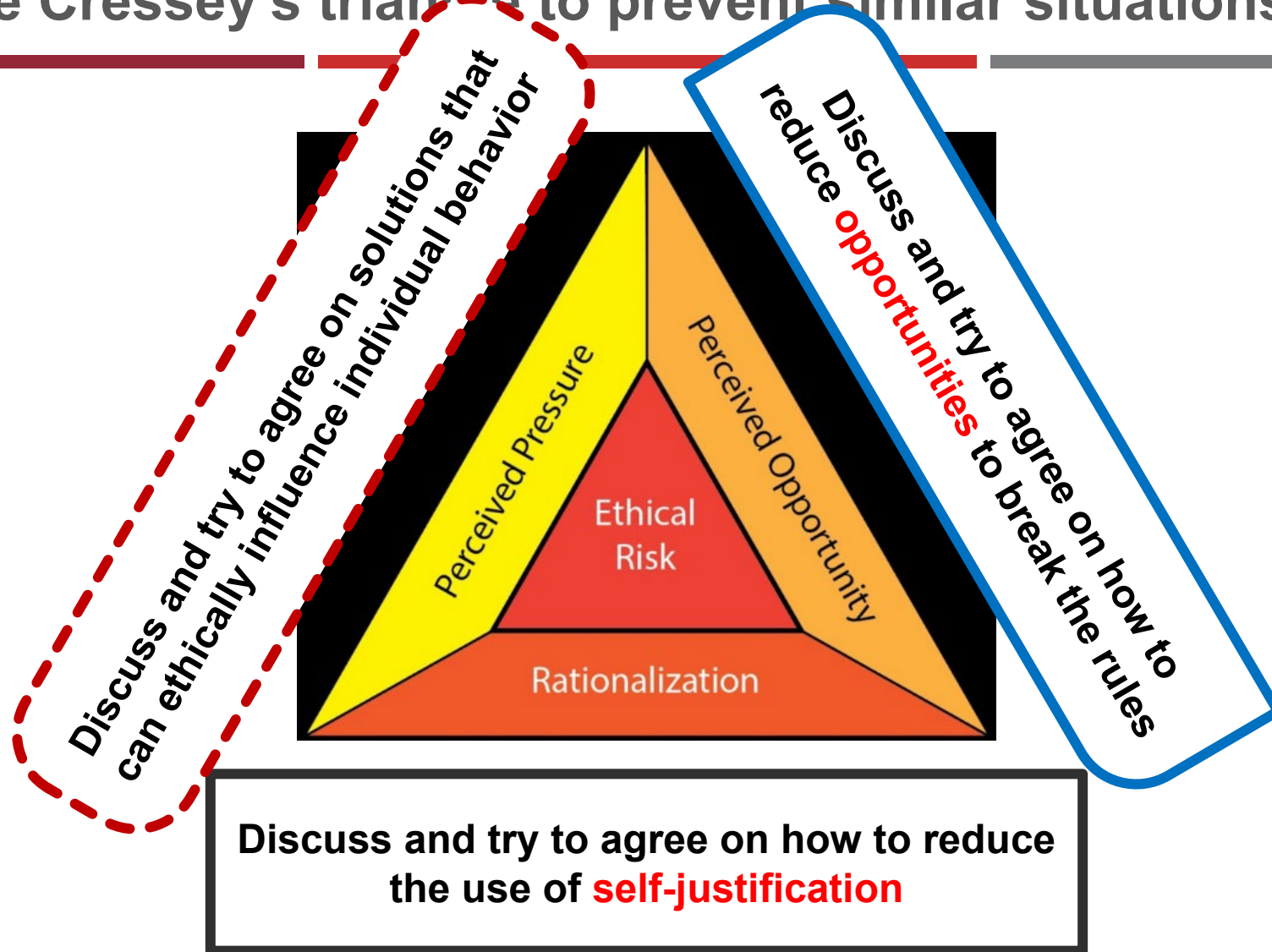
## Analysis





# How to use the Cressey's triangle to prevent similar situations in the future

Proposals



# The checklists (you'll find other items in the printouts)

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## Pressures/needs

- Ambition, career expectations
- Money troubles
- (...)

## Opportunities

- Short time left for action or decision
- Random unexpected events
- (...)

## Rationalisation

- Everybody does the same
- I did nothing bad, actually I did that to help other people/colleagues
- (...)

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# Any questions?

# Have fun!

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