PERSATUAN BADAN BERKANUN MALAYSIA

UNIVERSITI TEKNOLOGI MARA

LEADERSHIP, INNOVATION & SUSTAINABILITY TRAINING (LIST) REPORT 2023

SYNERGIZING DIGITILIZATION, INTEGRITY AND SUSTAINABILITY IN ENHANCING VISIBILITY

SWITZERLAND - GERMANY - NETHERLANDS

9 MARCH - 19 MARCH 2023

WHISTLEBLOWING AND SPEAK UP CULTURE IN EUROPEAN COMPANIES

by Professor Dr. Christian Hauser
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Prof. Dr. Christian Hauser addressed the issues of whistleblowing and the speak up culture in European companies. Many European countries have implemented laws and regulations that protect whistleblowers from retaliation and provide them with legal support. These laws also require companies to have procedures in place to allow employees to report any concerns they have without fear of repercussions. For example, the EU Whistleblowing Directive, which came into force in December 2019, requires companies with over 50 employees to have internal reporting channels and protection for whistleblowers.

However, despite these legal protections, there is still a significant amount of under-reporting of unethical behaviour within European companies. This is due to various factors, including fear of retaliation, lack of trust in the reporting channels, and cultural norms that discourage speaking out. To address this issue, companies need to prioritise the creation of a speak up culture, which involves developing an organisational culture that encourages and rewards transparency, accountability, and ethical behaviour. This can be achieved by providing clear guidance on the reporting process, providing training and education on whistleblowing and the speak up culture, and promoting a culture of trust, transparency, and open communication. By promoting these values, European companies can foster a culture of transparency and accountability, which will ultimately lead to increased trust, employee satisfaction, and organisational success.



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