

# Why whistleblowing?

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## The challenges

### Culture

Hierarchy

Expectations

### Institutional capacity

International requirements

### Legal framework

## File Case

Albert works at a local site of a major waste disposal company. He is concerned that co-workers are defrauding a local paper mill. Albert suspects that some employees at the mill are being paid to steal top quality paper, which is then concealed amongst waste paper in bins that are collected daily and delivered to Albert's disposal company. His co-workers then sell this paper on for cash at a fraction of the market cost. Albert is concerned these co-workers are well-connected in the company and have good contacts with the local police.

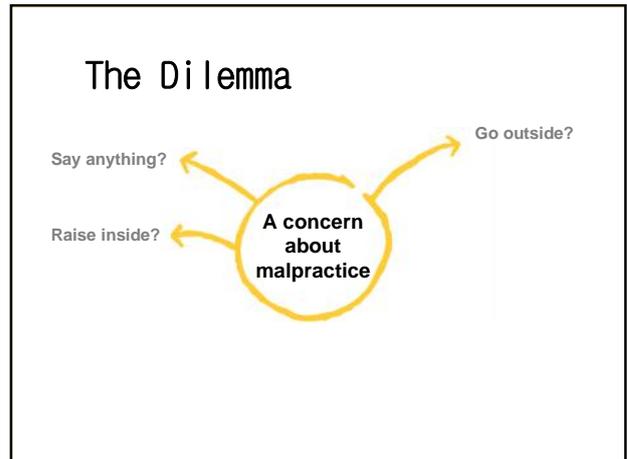
## File Case cont' d.

If you were Albert's employer what would you want Albert to do?

If you were the owner of the mill being defrauded what would you want Albert to do?

What do **you** think Albert should do?

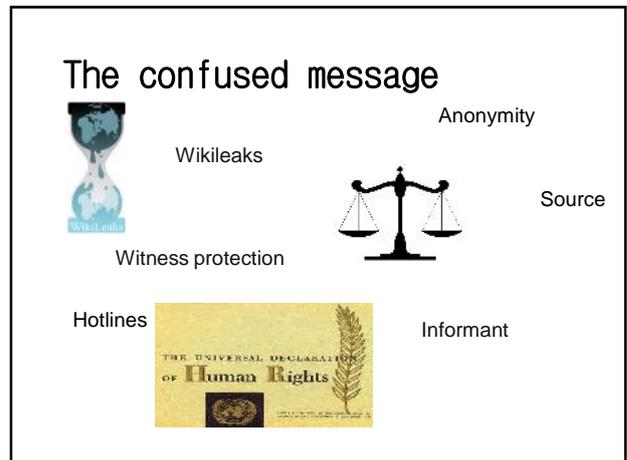




### The missed message

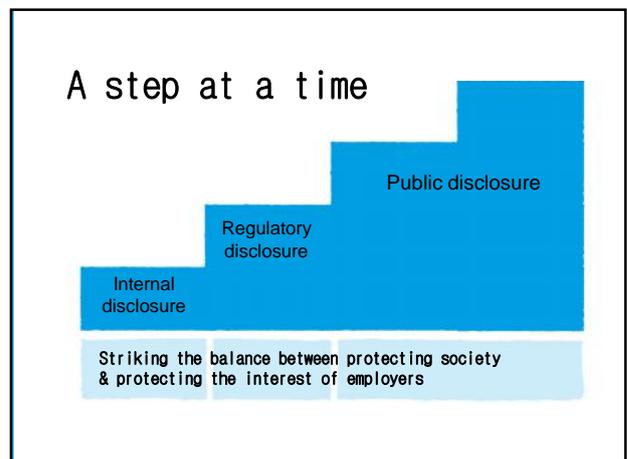
All too often inquiries into disasters and scandals show that staff knew of the dangers before any damage was done but had:

- been **too scared** to speak up;
- spoken to the **wrong people**; or
- raised the matter only to be **ignored**.



### Whistleblowing laws

- Declaration** from society
  - act of good citizenship
- Deterrent** effect on wrongdoers



## Practical messages

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 staff that it is concern as

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**oversight bodies** that encouraging staff to raise any significant issues is part of their internal management/ risk/compliance systems?

### Best in practice:key elements

1. Commitment at and from the top
2. Clear option to raise concern high up hierarchy
3. Access to confidential advice from an independent body
4. Identity kept confidential
5. Directions to appropriate outside channels (e.g. anti-corruption agency, ombudsman, other regulator).
6. Punishment of those who act against bona fide whistleblowers (even when mistaken)
7. An offence to make a deliberately false allegation.

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## The role of civil society



THANK YOU for your attention