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## **The EU Whistleblowing Directive - does it matter to me?**

Elizabeth Gardiner, CEO, Protect



# EU Whistleblowing Monitor

In 2019 the European Union adopted a far-reaching **Directive on the protection of persons who report breaches of Union law**.

The 'EU Directive on Whistleblowing' entered into force on the 16th of December 2019 and each of the 27 EU Member States have until the 17th of December 2021 to transpose its provisions into their national legal and institutional systems.

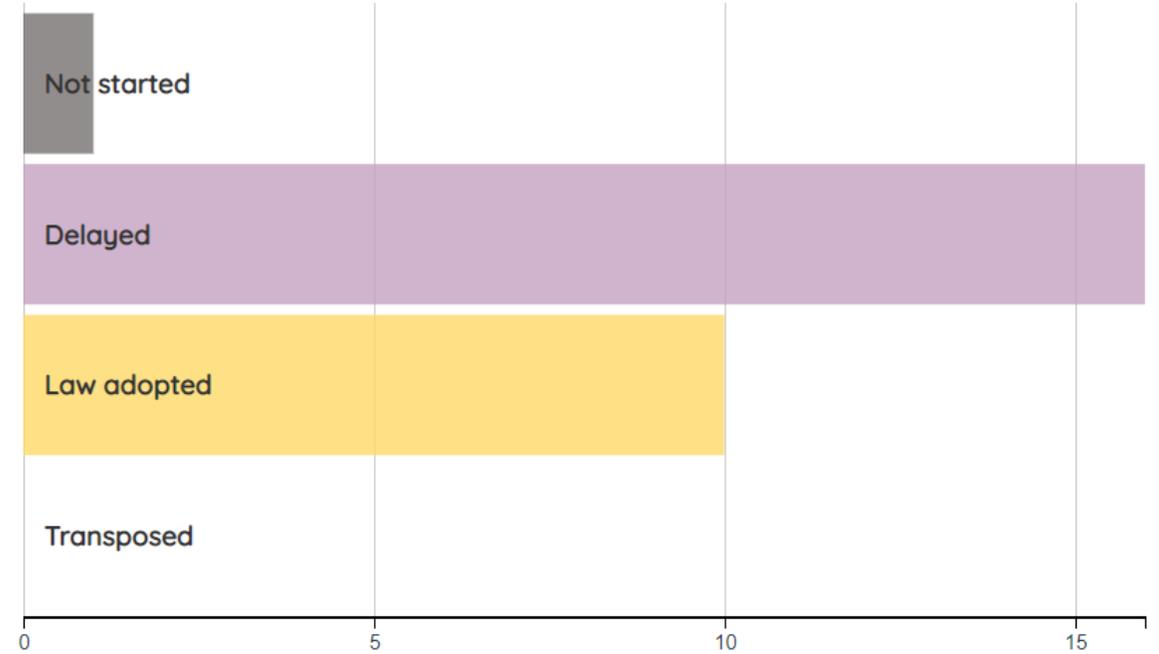
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 EUROCADRES

 **WHISTLEBLOWING  
INTERNATIONAL  
NETWORK**

 **TRANSPARENCY  
INTERNATIONAL EU**

## STATUS OF TRANSPOSITION



**NOT STARTED:**

**1 / 27**

**DELAYED:**

**16 / 27**

**LAW ADOPTED:**

**10 / 27**

**TRANSPOSED:**

**0 / 27**

# The EU Whistleblowing Directive – Key Changes



Wide personal scope



Categories of wrongdoing



Protection and reversed burden of proof



Requirements on employers and regulators

# Key Areas in the Directive for Employers

50+ workers

Channels –  
oral/written/in person

Acknowledgement (7  
days) and feedback (3  
months)

Maintain  
confidentiality

Reporting externally –  
competent authorities

Sanctions

# Challenges for employers

- Can a single approach work across borders?
- Branch and HQ requirements
- Training – everyone, managers, investigators