



CASE – Centrum Analiz Społeczno-Ekonomicznych
CASE – Center for Social and Economic Research



Nordic Council
of Ministers

Is it worth to blow the whistle?

Whistleblowing for Tomorrow.
Futures Literacy Laboratory-inspired
workshop





Environment



- Climate Change
- Water, Air, Soil Quality
- Responsible Chemical Management
- Circularity
- Animal Welfare
- Biodiversity
- Land Use
- Deforestation
- Noise Emissions

E

Slide by Anna Szklarz

Social



- Child Labor
- Modern Slavery
- Health and Safety
- Freedom of Association and Collective Bargaining
- Non-Discrimination and Harassment
- Gender Pay Gap
- Diversity, Equity, and Inclusion
- Rights of Minorities
- Land Rights and Forced Eviction

S

Governance



- Anti-Corruption
- Anti-Money Laundering
- Data Protection
- Data Security
- Financial Responsibility
- Conflicts of Interest
- Intellectual Property
- Sanctions
- Grievance Mechanism (Whistleblowing)

G

Futures Literacy

FL is about:

- *exploring what might be possible in the **future***
- *in order to discover opportunities for positive change in the **present***

The ability to do so is a skill that UNESCO, the EU, and international innovation communities consider crucial for navigating an increasingly uncertain world and successfully achieving the green transition.

S. Sivertsen, R. Naben, Futures Literacy Handbook, 2024



Futures Literacy Laboratories



Futures Literacy has become an essential skill in the context of the unprecedented crises we are confronting, and where we come to realise that the future of humankind will depend on the kind of decisions we take today. Using Foresight and Futures Literacy, we can question the current way we understand the world, move out from our comfort zone and expand our imagination.

Gabriela Ramos, Assistant Director-General for Social and Human Sciences, UNESCO

The EU Whistleblower Protection Directive

*Unlawful activities and abuse of law may occur **in any organisation**, whether private or public, large or small.*

*They can take many forms, corruption, fraud, businesses' malpractice or negligence. If they are not addressed, they can result in serious harm to the public interest. People who work for an organisation or are in contact with it in their work-related activities are often **the first to know** about such occurrences and are, therefore, in a privileged position to inform those who can **address the problem**.*

European Commission



The EU Whistleblower Protection Directive

Directive (EU) 2019/1937 of the European Parliament and of the Council of 23 October 2019 on the protection of persons who report breaches of Union law sets minimum standards at EU level, aiming to guarantee a high level of balanced and effective protection for persons reporting on breaches of rules (e.g. on public procurement, financial services, anti-money laundering, food safety, transport safety, consumer protection, protection of the environment, or public health).



The EU Whistleblower Protection Directive

requires Member States to implement appropriate reporting channels to enable workers to report breaches of EU law and ensure that those making whistleblowing reports are legally protected against retaliation for having done so.

EU Whistleblowing  **Monitor**

<https://www.whistleblowingmonitor.eu/>



The Rise and Seeming Success of Theranos - case study

Mission: Revolutionize blood testing



Founded in 2003 by **Elizabeth Holmes**

theranos

Peak Valuation: **\$9 billion**



Edison device could perform **numerous tests with just a few drops of blood**

Tyler Shultz



Tyler worked in the company's lab and in 2015 discovered that the **Edison devices were providing inaccurate results.**

- The grandson of a Theranos board member
- He raised his concerns internally but **was ignored** and faced pressure to **remain silent**
- Internal and external challenges

How do you think the story ends?

Empathy Mapping

Sees What is the whistleblower seeing?

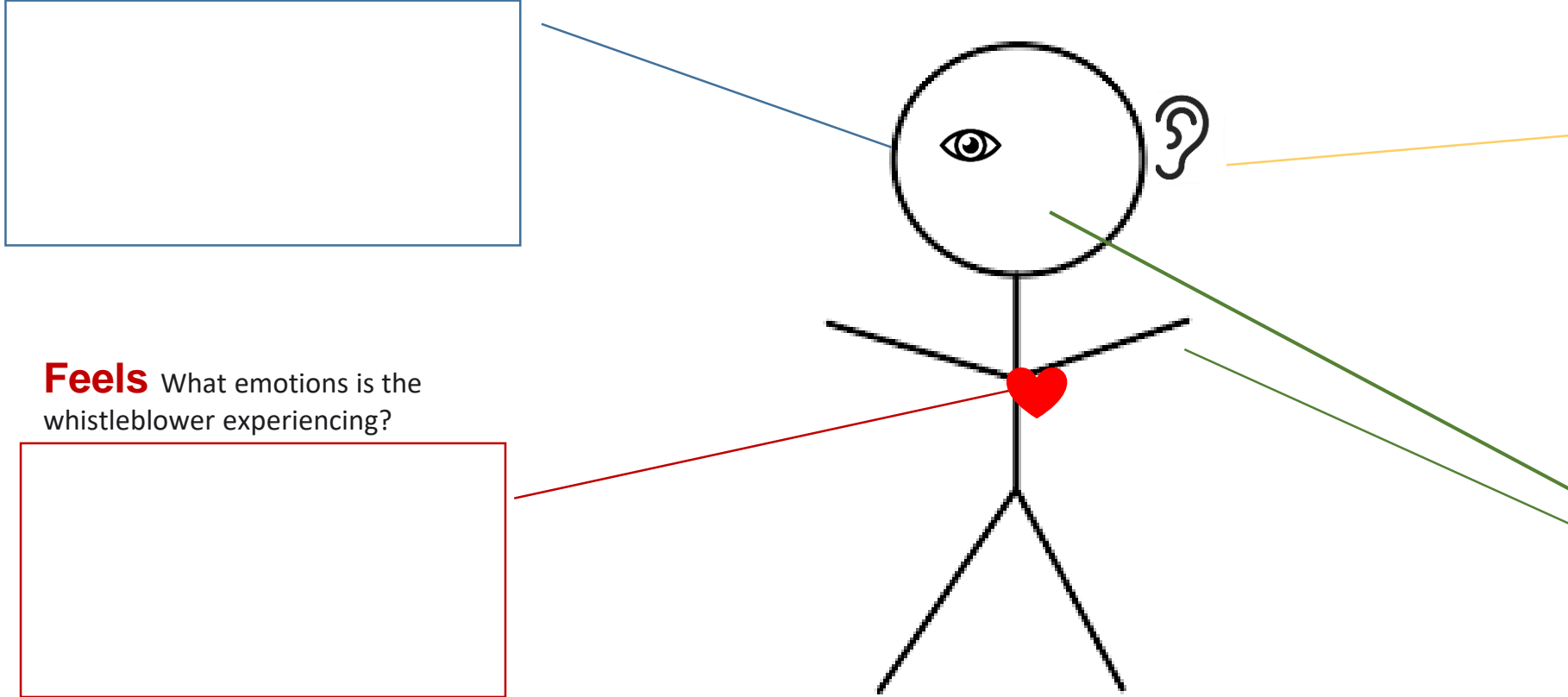
Hears What is the whistleblower hearing?

Feels What emotions is the whistleblower experiencing?

Says & Does What might the whistleblower do or say out loud in their situation?

+ Gains What does the whistleblower hope to achieve?

■ Pains What are the whistleblower's pain points and challenges?



Exercise inspired by Futures Literacy Laboratory

This is 2035

How is whistleblowing and whistleblowers handled?

Focus on what you think is **desirable**.

This is 2035

How is whistleblowing and whistleblowers handled?

Focus on what you think is **likely**.

This is 2035

(In this version of the future) there are no whistleblowing
and no whistleblowers.

How are things that might give rise to whistleblowing
handled?

Reflexions?

Action(s)

The End of Theranos



Challenges Faced by Tyler Shultz

- his concerns were **disregarded**
- **criticized by colleagues** and management
- faced **threats of legal action** and personal attacks
- his relationship with his grandfather worsened
- faced **potential financial ruin** due to the legal battles initiated by Theranos

Tyler reported his concerns to superiors within Theranos.

When ignored, he turned to **external regulatory bodies** and **the media**.

Consequences for Theranos

~~theranos~~

- Exposure of fraudulent practices
- Theranos **shut down**
- Obligated to pay **\$452 million in compensation** to the victims
- **Increased scrutiny** on healthcare startups
- Holmes was **charged with fraud** in 2018, and later was also charged with **wire fraud and conspiracy**, with Holmes being found guilty and sentenced to **11 years and 3 months in prison**



Thank you!